NATIONAL LABOR RELATIONS BOARD	<u>)                                    </u>	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATIO AGENTS		05-CB-218961	4/21/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			DUGHT
a. Name		b. Union Representative to	Contact
National Association of Special Police and S	ecurity Officers	Gaby Faser	
		Director of Operation	ns
c. Address		d. Tel. No.	e.e. Cell No.
840 1st St NE, Third Floor, Washington, DC	20002	(202)487-3438	(202)487-3438
ore the state of t		f. Fax No.	g. e-Mail
		(202)758-3262	frasergabyl@aol.com
h. The above-named labor organization or its agents have	^ ^^~~		
8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting	ns Act, and these unfo commerce within the	air labor practices are unfair p meaning of the Act and the i	ractices affecting commerce within Postal Reorganization Act.
2. Basis of the Charge (set forth a clear and concise state	ment of the facts con:	stituting the alleged unfair lab	or practices)
For the past six months, the above-named la	-		
of rights protected by Section 7 of the Act by	failing to enforce	an arbitration award for	(b) (b), (b) (7)(c) regarding (b)(c)
suspension and discharge for arbitrary or dis	criminatory reaso	ns or in bad faith.	
· · · · · · · · · · · · · · · · · · ·			
3. Name of Employer		4a. Tel. No.	4b. Cell No.
American Security Programs, Inc.			
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP co	ode)	Employer representative to contact	
181 Campus Commons Dr., Ste. 105, Restor	n. VA 20191	Mark Phinney Operations Manager	
7. Type of Establishment (factory, mine, wholeseler)	8. Principal product		9. Number of Workers employed
Security contractor	Security serv		
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a, Tel. No.	11b, Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
11. Address of party filling shares (attent and 7/0 and a) (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state, and ZIP code)  (b) (6), (b) (7)(C)			
	12. DECLARAT	ION	
I declare that I have read the above charge and	that the statements	therein are true to the best	of my knowledge and belief.
			Tel No.
(b) (6), (b) (7)(C)			(b) (6) (b) (7)(C)
	}		(b) (6), (b) (7)(C)
By:	(b) (6) (b) (7)	VOV	

DO NOT WRITE IN THIS SPACE

Cell No.

Fax No.

e Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA

(signature of representative or person making charge)

Address:

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Printrype name and title or office, if any

Date:

4-21-18

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

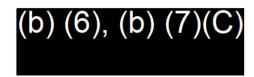


## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

August 3, 2018



Re: National Association of Special Police and

Security Officers

(American Security Programs, Inc.)

Case 05-CB-218961

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that National Association of Special Police and Security Officers has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on August 17, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 16, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Security Officers (American Security Programs, Inc.) Case 05-CB-218961

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is received on or before August 17, 2018. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 16, 2018, even if it is postmarked or given to the delivery service before the due date. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

### 1st Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc:

Ms. Gaby Fraser Director of Operations National Association of Special Police and Security Officers 840 First Street, N.E., Third Floor Washington, D.C. 20002

Thomas P. Dowd, Esq. Littler Mendelson, P.C. 815 Connecticut Ave., N.W., Ste. 400 Washington, D.C. 20006-4046

Mr. Mark Phinney Operations Manager American Security Programs, Inc. 181 Campus Commons Dr., Ste. 105 Reston, VA 20191

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION AGENTS	OR ITS	05-CB-219558	4/30/18
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	NLRB Regional D	rector of the region in wh	ich the alleged unfair labor practice
1, LABOR ORGANIZATION OF	RITS AGENTS AG	AINST WHICH CHARGE IS B	ROUGHT
a. Name National Association of Special Police and Sec		b. Union Representative Gaby Fraser Director of Operati	to Contact
c. Address 840 1st St. NE, Third Floor, Washington, DC 20002		d. Tel, No. (202)487-3438 f. Fax No.	e.e. Cell No. (202)487-3438 g. e-Mail
		(202)758-3262	frasergabyl@aol.com
<ul> <li>The above-named labor organization or its agents have e 8(b), subsection(s) (1)(A) of the National Labor Relations the meaning of the Act, or are unfair practices affecting or</li> </ul>	Act, and these uni	engaging in unfair labor pre air labor practices are unfair e meaning of the Act and the	ctices within the meaning of section r practices affecting commerce within a Postal Reorganization Act.
2. Basis of the Charge (set forth a clear and concise stateme			
For the past six months, the above-named laborated	•		
of rights protected by Section 7 of the Act by fa			or (b) (6), (b) (7)(C) regarding (b) (6), (
suspension and discharge for arbitrary or discr	iminatory reaso	ons or in bad faith.	
Name of Employer     American Security Programs, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d, e-Mali
5. Location of Plant Involved (street, city, state, and ZIP code	9)	6. Employer representativ	e to contact
181 Campus Commons Dr., Ste. 105, Reston,	VA 20191	Mark Phinney Ope	rations Manager
7. Type of Establishment (factory, mine, wholesaler)	. Principal produc	t or service	9. Number of Workers employed
Security contractor	Security servi	ces	30
10. Full name of party filing charge	, , ,	11a. Tel, No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		11c. Fax Nd	1td e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP (b) (6), (b) (7)(C)	čóde)		
I declare that I have read the above charge and th	12. DECLARAT		st of my knowledge and belief.
(b) (6), (b) (7)(C)	(b) (6), (b) (7		Tel No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Print/type name and title or office, if any

Apr 30,2018

(b) (6), (b) (7)(C)

Fax No.

e-Mail (b)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § [15] et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully act forth in the Federal Register, 71 Fed. Reg. 7494243 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

[D) (6), (7)(C)

person making charge)

(signature of representative



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

June 27, 2018

Ms. Gaby Fraser,
Director of Operations
National Association of Special Police and
Security Officers
840 1st St., N.E., Third Floor
Washington, D.C. 20002

Re: National Association of Special Police and

Security Officers

(American Security Programs, Inc.)

Case 05-CB-219558

Dear Ms. Fraser:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Thomas P. Dowd, Esq. Littler Mendelson, P.C. 815 Connecticut Ave., N.W., Ste. 400 Washington, D.C. 20006-4046

Mr. Mark Phinney Operations Manager American Security Programs, Inc. 181 Campus Commons Drive, Suite 105 Reston, VA 20191

UNITED STATES OF AMERIC	<b>A</b>	DO 1	NOT WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS B	CARD	Case	Date flied
CHARGE AGAINST LABOR ORGANIZATION	OR ITS AGENTS	05-CB-219	
INSTRUCTIONS: File an original of this charge with to			
occurred or is occurring.  1. LABOR ORGANIZATIO	N OR ITS AGENTS AGAI	b. Union Representative	e to Contact
a. Name		W. Collection of the Collectio	
National Association of Special Police and S	Security Officers	Gaby Fraser, Dire	ector of Operations
8. Address		d. Tel. No.	e.a. Cell No.
		(202)487-3438	(202)487-3438
		f. Fax No. (202)758-3262	g. e-Mail frasergabyl@aol.com
840 First St. NE, Third Floor, Washington, I h. The above-named labor organization or its agents ha	DC 20002		
<ul> <li>The above-named lator organization of its agents has 5(b), subsection(s) (1)(A) of the National Labor Relative meaning of the Act.</li> <li>Busis of the Charge (set forth a plear and concise state)</li> </ul>	ions Act, and these unfa	ir labor practices are unta	air practices anecting commence within
For the past six months, the above-named of rights protected by Section 7 of the Act b	y failing to enforce	an arbitration award	oerced employees in the exercition for (b) (6), (b) (7)(C) regarding
suspension and discharge for arbitrary or d	iscriminatory reason	ns or in bad faith.	and the state of t
3. Name of Employer			
3. reams or Employer		4a. Tel. No.	4b. Cell No
3 Name of Employer		4a. Tel. No.	4b. Cell No 4d. s-Mall
American Security Programs		4c. Fax No.	4d. e-Msii
American Security Programs 5. Location of Piant involved (abset, aity, state, and ZIP		45. Fax No.  6. Employer representat	4d. e-Mall.
American Security Programs 5. Location of Piant involved (street, aity, state, and ZIP 181 Campus Commons Dr., Ste. 105, Rest	on, VA 20191	45. Fax No.  6. Employer representat  Mark Phinney Op	4d. e-Mall tive to contact perations Manager
American Security Programs 5. Location of Piant involved (street, city, state, and ZiF 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholesaler)	on, VA 20191 8. Principal product	4c. Fax No.  6. Employer represental  Mark Phinney Op or service	4d. e-Mail tive to contact perations Manager 9. Number of Workers employed
American Security Programs 5. Location of Piant involved (street, city, state, and ZiF 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholeseler) Security contractor	on, VA 20191	4c. Fax No.  6. Employer represental  Mark Phinney Op or service	4d. e-Mall tive te contact perations Manager 9. Number of Workers employed 25
American Security Programs 5. Location of Plant involved (street, city, state, and ZIP 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholesaler) Security contractor 19. Full name of party filing charge:	on, VA 20191 8. Principal product	4c. Fax No.  6. Employer represental  Mark Phinney Op or service	4d. e-Mall tive to contact cerations Manager 9. Number of Workers employed 25 11b. Cell No. (b) (6), (b) (7)(C)
American Security Programs 5. Location of Piant involved (street, city, state, and ZiF 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholeseler) Security contractor	on, VA 20191 8. Principal product	4c. Fax No.  6. Employer representate Mark Phinney Oper service (es. 11s. Tel. No.	4d. e-Mall tive to contact perations Manager 9. Number of Workers employed 25 11b. Cell No. (b) (6), (b) (7)(C)
American Security Programs 5. Location of Plant involved (street, sity, state, and ZiF 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholesaler) Security Contractor 10. Full name of party filing charge  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, city, state, and	on, VA 20191  8. Principal product Security service	45. Fax No.  6. Employer represental Mark Phinney Oper service es  11s. Tel. No. (b) (6), (b) (7)(C)	4d. e-Mall tive to contact cerations Manager  9. Number of Workers employed 25  11b. Cell No. (b) (6), (b) (7)(C)
American Security Programs 5. Location of Plant involved (street, sity, state, and ZIP 181 Campus Commons Dr., Ste. 105, Rest 7. Type of Establishment (factory, mine, wholesaler) Security Contractor 10. Full name of party filing charge:  (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service	4c. Fax No.  6 Employer represental Mark Phinney Oper service es  11a. Tel No. (b) (6), (b) (7)(C)  11c. Fax No.	4d. e-Mall tive to contact perations Manager 9. Number of Workers employed 25 11b. Cell No. (b) (6), (b) (7)(C)
American Security Programs  5. Location of Plant involved (street, city, state, and ZiP  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesafer)  Security contractor  10. Full name of party filing charge:  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, cay, state, and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)	4c. Fax No.  6. Employer representate Mark Phinney Oper service (es. 11s. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.	4d. e-Mail  tive to contact perations Manager  9. Number of Workers employed 25  11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)  best of my knowledge and belief.
American Security Programs  5. Location of Plant involved (street, city, state, and ZiP  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesafer)  Security contractor  10. Full name of party filing charge:  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, cay, state, and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)	4c. Fax No.  6. Employer representate Mark Phinney Oper service (es. 11s. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.	4d. e-Mail  tive to contact perations Manager  9. Number of Workers employed  25  11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)
American Security Programs  5. Location of Plant involved (street, city, state, and ZIP  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesaler)  Security contractor  10. Full name of party filing charge:  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)	4c. Fax No.  6 Employer represental Mark Phinney Oper service (es  11a. Tel No. (b) (6), (b) (7)(C)  11c. Fax No.  ON therein are true to the tell	4d. e-Mall tive to contact perations Manager  9. Number of Workers employed 25  11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)  best of my knowledge and belief. Tel No.
American Security Programs  5. Location of Piant involved (street, city, state, and ZiF  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesaler)  Security contractor  10. Full name of party filing charge  (b) (6), (b) (7)(C)  1. Address of party filing charge (street cay, state, and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)  12. DECLARATI  4 that the statements ( (b) (6), (b) (7)(0)	4c. Fax No.  6 Employer represental Mark Phinney Oper service es  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  ON	4d. e-Mail tive to contact cerations Manager  9. Number of Workers employed 25 11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)  best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C)
American Security Programs  5. Location of Piant involved (street, city, state, and ZiF  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesaler)  Security contractor  10. Full name of party filing charge  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)  12. DECLARATI  4 that the statements ( (b) (6), (b) (7)(0)	4c. Fax No.  6 Employer represental Mark Phinney Oper service  9s  11a. Tel. No.  (b) (6), (b) (7)(C)  11c. Fax No.  ON therein are true to the tellocated and title or office, it are	4d. e-Mail tive to contact perations Manager  9. Number of Workers employed 25  11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)  best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C)  Cell No. (b) (6), (b) (7)(C)
American Security Programs  5. Location of Plant involved (street, city, state, and ZIP  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesaler)  Security contractor  10. Full name of party filing charge:  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, cay, state, and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)  12. DECLARATI  4 that the statements ( (b) (6), (b) (7)(0)	4c. Fax No.  6. Employer represental Mark Phinney Oper service  98  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  ON  therein are true to the tell  An Individual	4d. e-Mail:  tive to contact  perations Manager  9. Number of Workers employed  25  11b. Cell No.  (b) (6), (b) (7)(C)  11d. e-Mail  (b) (6), (b) (7)(C)  best of my knowledge and belief,  Tel No.  (b) (6), (b) (7)(C)
American Security Programs  5. Location of Piant involved (street, city, state, and ZiF  181 Campus Commons Dr., Ste. 105, Rest  7. Type of Establishment (factory, mine, wholesaler)  Security contractor  19. Full name of party filing charge  (b) (6), (b) (7)(C)  1. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)  I declare that I have read the above charge and (b) (6), (b) (7)(C)	on, VA 20191  8. Principal product Security service  ZIP code)  12. DECLARATI  4 that the statements ( (b) (6), (b) (7)(0)	4c. Fax No.  6 Employer represental Mark Phinney Oper service  9s  11a. Tel. No.  (b) (6), (b) (7)(C)  11c. Fax No.  ON therein are true to the tellocated and title or office, it are	4d. e-Mail tive to contact perations Manager  9. Number of Workers employed 25  11b. Cell No. (b) (6), (b) (7)(C)  11d. e-Mail (b) (6), (b) (7)(C)  best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C)  Cell No. (b) (6), (b) (7)(C)

ILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1901)
PRIVACY ACT STATEMENT

icitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to at the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or lifigation. The routine uses for the information are fully only in the Federal Register. 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the B'is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1 of 1



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

June 15, 2018

Ms. Gaby Fraser, Director of Operations National Association of Special Police and Security Officers 840 First Street, N.E., Third Floor Washington, DC 20002

Re: National Association of Special Police and

Security Officers (American Security

Programs)

Case 05-CB-219878

Dear Ms. Fraser:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall Acting Regional Director

cc: (b) (6), (b) (7)(C)

Mr. Mark Phinney, Operations Manager American Security Programs 181 Campus Commons Drive, Suite 105 Reston, VA 20191

Thomas P. Dowd, Esq. Littler Mendelson, P.C. 815 Connecticut Avenue, N.W., Suite 400 Washington, DC 20006-4046

		DONOT	TOPOLITE AND THE RESERVE
NAT ONAL LABOR RELATIONS BOA	ARD	Case	WRITE IN THIS SPACE
CHARGE AGAIN IT LABOR ORGANIZATI AGENTS		05-CB-221732	6/6/18
ISTRUCTIONS: File an original of this charge with coursed or is occurring.	the NLRB Regional	Director of the real	0,0,10
curred or is occurrir 3.	· ····································	cytector of the tedion in Mi	nich the alleged unfalr labor practi
Name 1. LABOR ORGANIZATION	ON OR ITS AGENTS AC	AINST WHICH CHARGE IS E	ROUGHT
		b. Union Representative	to Contact
International Unio i, Security, Police and Fire Professionals of America (SPFPA), Local 441		Eutopia Elliott	
Address			
		d. Tel. No.	e.e. Cell No.
25510 Kelly Rd, Roseville, MI 48066-4994		(240) 464-9008	1
		f. Fax No.	g. e-Mail
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regarding discipline for arbitrary or dis Name of Employer Paragon Systems Inc.	<del></del>	4a. Tel. No.	4b. Cell No.
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WILLFUL FALSE STATEMEN TS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ature of representative or person making charge)

Address:

an Individual

Cell No. (b) (6), (b) (7)(C)

(6), (b) (7)(C)

Fax No.

(b)

Print/type name and title or office, if any

Date:

Solicitation of the information on: nis form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relation: Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 7. Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will forther explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failt 'e to supply the information will cause the NLRB to decline to invoke its processes.

INSTRUCTIONS FILE an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  2. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local, 441  2. Address 25510 Kelly Road, Roseville, MI 48066-4932  3. Tel. No. 2. e-Mail roman Gurnul  3. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of section 8(b), subsection(s) (1)(4) of the National Labor Relations Act, and these unfair labor practices within the meaning of the Act and the Postal Reorganizations of the Act and th	UNITED STATES OF AMERICA		DO NOT I	WRITE IN THIS SPACE	-
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5. Location of Plant involved (street, city, state, and ZIP code) 2701 Martin Luther King, Jr. Avenue, S.E., Washington, DC 20032-2608 7. Type of Establishment (factory, mine, wholesaler) Government Office Building Security Services 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION 1 declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No.  Py: (b) (6), (b) (7)(C)  Address: (b) (6), (b) (7)(C)  Address: (b) (6), (b) (7)(C)  Participal product or service Stacy Coombs Deputy Project Manager  9. Number of Workers employed 250 11a. Tel. No. (b) (6), (b) (7)(C) 11a. Tel. No. (b) (6), (b) (7)(C) 11b. Cell No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. E-Mail (b) (6), (b) (7)(C)  12d. DECLARATION  1 declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No.  Print/type name and title or office, if any (b) (6), (b) (7)(C)  Address: (b) (6), (b) (7)(C)	Paragon Systems, Inc.				
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2701 Martin Luther King, Jr. Avenue, S.E., Washington, DC 20032-2608  7. Type of Establishment (factory, mine, wholesaler) Government Office Building  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No.  11b. Cell No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail (b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No.  By: (b) (6), (b) (7)(C)  Print/type name and title or office, if any (b) (6), (b) (7)(C)  Address: (b) (6), (b) (7)(C)  Date:  Fax No.	5. Location of Plant involved (street city state and 7IP of	oda)	6 Employer representativ	e to contact	
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Government Office Building  Security Services  10. Full name of party filing charge (b) (6), (b) (7)(C)  11a. Tel. No.  11b. Cell No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail (b) (6), (b) (7)(C)  11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)  12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  Tel No.  By: (b) (6), (b) (7)(C)  Print/type name and little or office, if any (b) (6), (b) (7)(C)  Address: (b) (6), (b) (7)(C)  Date:  Fax No.	The state of the s	8 Principal produ	ct or service	9 Number of Workers employ	red.
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Address: Date: Fax No.	( <sup>0)(6), 0)</sup> (rure of representative or person making charge)	Print/type na	ame and title or office, if any	Cell No.	
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(b) (6), (b) (7)(C)  6/29/18 (b) (6), (b) (7)(C)	Address:		Date:	Fax No.	
6/29/18 (b) (6), (b) (7)(C)	(b) (b), (b) (7)(C)				
6/27/18 (D) (T) (C)			clastin	e-Mail (b) (6) (b) (7)(C	1
			6/27/18	(b) (c), (b) (7)(C	/

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

L NITED STATES OF AMERICA		DO NOT W	RITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-221732	9/21/18
INSTRUCTIONS: File a 1 original of this charge with the NLRE	Regional Di	rector of the region in which	h the alleged unfair labor practice
occurred or is occurrin ).  1. LABOR ORGANIZATION OR ITS	AGENTS AGA	NST WHICH CHARGE IS BRO	DUGHT
a. Name		b. Union Representative to	
International Union, Security, Police and Fire Profe	ssionals	Roman Gumul	
of America (SPFPA), Local 441			
c. Address		d, Tel. No.	e. Cell No.
25510 Kelly Road Roseville, MI 48066-4932		586-335-7668	
•		f. Fax No.	g. e-Mail
			roman@spfpa.org
h. The above-named latter organization or its agents have engag			ices within the meaning of section
8(b), subsection(s) (1)(A) of the National Labor Relations Act,			
the meaning of the Act, or are unfair practices affecting comme 2. Basis of the Charge (:et forth a clear and concise statement of			
The above-named liabor organization has restrained			
Section 7 of the Act by the following: (1) refusing to a	rbitrate the	grievance of (b) (6), (b)	(7)(C) <sub>regarding</sub>
(b) (6) (b) (7)(c) 2017 suspension; (2) failing to respond in	a timely ma	nner to <sup>(b) (6), (b) (7)(C)</sup> red	uest for information pertaining
to the grievance over (b) (6), (b) (7)(C) 2017 suspensio			
arbitrate the grievance over her (b) (6), (b) (7)(C) 2017 sus			
2018 suspension; and (5) refusing to process or	arbitrate a	grievance over (b) (6), (b) (	<sup>7)(C)</sup> termination in (**) <sup>(6),(6),(7)</sup> (2018.
3. Name of Employer		4a. Tel. No.	4b. Cell No.
Paragon Systems, Inc.			
		4c. Fax No.	4d. e-Mail
Location of Plant involved (street, city, state, and ZIP code)	6. Employer representative	to contact	
2701 Martin Luther King, Jr. Avenue, S.E., Washing 20032-2608		Stacy Coombs Depu	
	ncipal product	•	9. Number of Workers employed
	curity Service		250
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filling charge (street, city, state, and ZIP code	)		
(b) (6), (b) (7)(C)			
12	. DECLARAT	ION	
I declare that I I ave read the above charge and that th	e statements	therein are true to the best	
			Tel No.
By: (h) (6) (h) (7)(C)	(b) (6) (b) (	7\/C\	(b) (6) (b) (7)(C)
	(b) (6), (b) (	ne and title or office, if any	(b) (6), (b) (7)(C)
(signature or representative or person making charge)	Prinviype nan	не впо иле оготнов, и алу	(b) (6), (b) (7)(C)
Addrage		Date:	Fax No.
Address: (b) (6) (b) (7)(C)		patter.	1 22 110
(b) (6), (b) (7)(C)			e-Mail
		9/21/19	(b) (6), (b) (7)(C)
		11-11-1	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

January 4, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and

Fire Professionals of America

(SPFPA), Local 441 (Paragon Systems, Inc.) Case 05-CB-221732

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) has violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have decided to dismiss the portion of your charge alleging that the Union violated Section 8(b)(1)(A) of the Act by the following: (1) refusing to arbitrate your grievance over your 2017 suspension; (2) failing to respond in a timely manner to your request for information pertaining to your suspension grievance; (3) refusing to file a grievance when you were suspended pending investigation in 2018; and (4) refusing to arbitrate your grievance over your termination in 2018. My reasons for dismissing these allegations are set forth below. The remaining allegation, that the Union violated Section 8(b)(1)(A) of the Act when it failed to communicate to you the its decision not to arbitrate your suspension grievance, remains subject to further processing.

The evidence obtained during investigation shows that around (b) (6), (b) (7)(C) 19, 2017, you were suspended for missing an alarm on your monitor the previous week. Shortly thereafter, the Union filed a grievance over your suspension. A Union representative spoke with you about the incident, received statements from two other employees, and obtained information from Paragon Systems, Inc. (the Employer) regarding the missed alarm. On (b) (6), (b) (7)(C) 2018, the Employer denied your grievance and the Union decided not to proceed to arbitration because it did not believe it would win at arbitration given the evidence it had gathered. Around (b) (6), (b) (7) you were suspended pending an investigation into your conduct on 2018, when you refused to meet with your Major and Project Manager despite their orders that you do so. You asked the Union to file a grievance, but the Union chose to wait for the results of the 2018, you were terminated for your conduct on investigation. Around 2018. That day, the Union filed a grievance over your termination and provided you with information pertaining to your grievance that you had previously requested. The Employer did , 2018, the Union appealed the decision to not respond to the grievance so around arbitration to preserve the time limits. The grievance is currently active and the Union has not yet made a decision on arbitration.

I am dismissing your charge because there is insufficient evidence that the Union's processing of your grievances was perfunctory, arbitrary or motivated by ill will or other invidious considerations. A grievant does not have an absolute right to have his or her grievance taken to arbitration, and a union may lawfully decide not to pursue an employee's grievance, provided that it has acted in good faith and in a non-arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171, 194 (1967). Unions are given "substantial latitude in their representational decisions" and "no inference of unfair representation may be drawn simply from a bargaining representative's refusal to press a grievant's case to the final stage of the grievance arbitration procedure or, for that matter, through any intermediate stage." *Hotel & Rest. Employees Local 64*, 278 NLRB 773, 781 (1986). A union breaches its duty "only when [its] conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith." *Vaca*, 386 U.S. at 919. Processing a grievance in a perfunctory manner also violates the Act. *Id.* Mere negligence, on the other hand, is not enough. *Id.* 

Here, there is insufficient evidence to show that the Union violated the Act as described in allegations 1, 2, 3 and 4. The evidence does not establish that any of the Union's actions were discriminatory or motivated by ill will. The Union also investigated both grievances by obtaining information from you, the Employer, and other employees. For allegation 1, the Union's decision not to arbitrate your suspension grievance was based on the information gathered by the Union, which supported the Employer's conclusion that you missed an important alarm. For allegation 2, the Union provided you information you requested reasonably promptly, and to the extent there was delay, the evidence does not show it was caused by anything beyond mere negligence. For allegation 3, the Union's decision to wait to file a grievance until the Employer completed its investigation was not unlawful, because it was not clear that a grievance was necessary until the Employer finished its investigation. For allegation 4, it is premature because your grievance is still active and the Union has not made a decision regarding arbitration. Accordingly, for allegations 1, 2, 3 and 4, further investigation is not warranted, and I am refusing to issue complaint.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Case 05-CB-221732

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on January 18, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 17, 2019. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 18, 2019.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 18, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

- 4 -

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

### 1st Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc: Mr. Roman Gumul
International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 441
25510 Kelly Road
Roseville, MI 48066

Gordon A. Gregory, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48266

Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Avenue, S.E.
Washington, D.C. 20032-2608

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is herely National Labor Relations Board from the action issue a complaint on the charge in	
Case Name(s).	
Case No(s). (If more than one case number, inclutaken.)	de all case numbers in which appeal is
	(Signature)



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

#### OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

April 30, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA),

Local 441 (Paragon Systems, Inc.)

Case 05-CB-221732

Dear (b) (6), (b) (7)(C):

Your appeal from the Acting Regional Director's partial dismissal of the charge has been carefully considered. The appeal is denied substantially for the reasons in the Acting Regional Director's letter of January 4, 2019. Accordingly, further proceedings are not warranted at this time.

Sincerely,

Peter Barr Robb General Counsel

By:

Mark E. Arbesfeld, Director Office of Appeals

Mark E. Abestell

cc: NANCY WILSON
ACTING REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

ROMAN GUMUL INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 441 25510 KELLY RD ROSEVILLE, MI 48066 International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (Paragon Systems, Inc.) Case 05-CB-221732

-2

GORDON A. GREGORY, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, PC 65 CADILLAC SQUARE STE 3727 DETROIT, MI 48226

STACY COOMBS DEPUTY PROJECT MANAGER PARAGON SYSTEMS, INC. 2701 MARTIN LUTHER KING, JR. AVE SE WASHINGTON, DC 20032-2608

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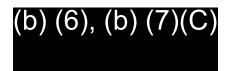
### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822

Fax: (410)962-2198

November 19, 2019



Re: International Union, Security, Police and Fire

Professionals of America (SPFPA), Local 441

(Paragon Systems, Inc.) Case 05-CB-221732

### Dear (b) (6), (b) (7)(C):

By letter dated January 4, 2019, I informed you of my decision to dismiss all allegations in the above-captioned charge except for the allegation that the International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) violated Section 8(b)(1)(A) of the Act by failing to communicate to you its decision not to arbitrate your suspension grievance, which I stated remained subject to further processing. We have carefully investigated and considered the remaining portion of your charge that the Union has violated the National Labor Relations Act.

Conditional Decision to Dismiss: Based on that investigation, I have concluded that the remaining portion of your charge may have merit. However, I have conditionally decided to dismiss this portion of your charge six months from today because there have not been any prior similar meritorious charges against the Union, the Union remedied the alleged violation, there is no ongoing unlawful effect on an employee's terms and conditions of employment, there is neither impact on other employees nor other accompanying violations which require a Board remedy, and the allegedly unlawful conduct is unlikely to be repeated.

If a meritorious charge involving other unfair labor practices is filed against the Union during that six-month period, I will reconsider whether further proceedings are warranted on this remaining portion of your charge.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on December 3, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 2, 2019. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 3, 2019.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 3, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

- 3 -

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1s/ Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc: Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Mr. Roman Gumul International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 25510 Kelly Road Roseville, MI 48066

Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Ave., S.E.
Washington, D.C. 20032-2608

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	•
Case Name(s).	
Case No(s). (If more than one case number, inclutaken.)	de all case numbers in which appeal is
	(Signature)



BALTIMORE, MD 21201

May 20, 2020

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (Paragon Systems, Inc.) Case 05-CB-221732

Fax: (410)962-2198

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on our investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the following reasons:

By letter dated November 19, 2019, the Acting Regional Director notified you that she was conditionally dismissing the remaining allegation in your charge against the Union. Specifically, the Acting Regional Director advised that this office would dismiss the remaining allegation in your charge unless additional meritorious charges were filed against the Union during the sixmonth period following my letter. No meritorious charges have been filed against the Union during that sixmonth period. Accordingly, I have concluded that further proceedings are not warranted, and I am refusing to issue complaint in this matter.

**Charging Party's Right to Appeal:** The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at <a href="www.nlrb.gov">www.nlrb.gov</a>. See <a href="www.nlrb.gov">User Guide</a>. A video demonstration which provides <a href="step-by-step instructions">step-by-step instructions</a> and frequently asked questions are also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. If you require additional assistance with E-Filing, please contact <a href="E-File@NLRB.gov">E-File@NLRB.gov</a>.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on June 3, 2020. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later** than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 2, 2020. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 3, 2020.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 3, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall Regional Director

#### Enclosure

cc: Gordon A. Gregory, Esq.
Gregory, Moore, Brooks & Clark, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Mr. Roman Gumul International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 25510 Kelly Road Roseville, MI 48066 Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Avenue, S.E.
Washington, D.C. 20032-2608

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **APPEAL FORM**

To: General Counsel	Date:		
Attn: Office of Appeals			
National Labor Relations Board			
1015 Half Street SE			
Washington, DC 20570-0001			
• •	hereby taken to the General Counsel of the Nationa Regional Director in refusing to issue a complaint or		
Case Name(s).			
Case No(s). (If more than one case number,	include all case numbers in which appeal is taken.)		
	(Signature)		

UNITED STATES OF AMERICA		DO NO	T MAINTEN AND THE STATE OF THE
NATIONAL LABOR RELATIONS BOAR	₹D	Case	T WRITE IN THIS SPACE Date filed
CHARGE AGAINST LABOR ORGANIZATION	ON OR ITS		
AGENTS		5-CB-221978	6/11/18
INSTRUCTIONS: File an original of this charge with occurred or is occurring.	he NLRB Regional I	Director of the region in v	hich the alleged unfair labor practice
a. Namo 1, LABOR ORGANIZATION	N OR ITS AGENTS AC	AINST WHICH CHARGE IS	BROUGHT
		<ul> <li>b. Union Representative</li> </ul>	e to Contact
International Union, Security, Police and Fire of America, Local 442	e Professionals	Roman Gumui, E	irector of Region 4
c. Address			
25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No.	e.c. Cell No.
		(586)772-7250,	586-335-7668
		ext. 117	
		f. Fax No.	g. e-Mali
h. The above-named labor organization or its agents hav 8(b), subsection(s) (1)(A) of the National Labor Relation	e engaged in and are	enganing in unfold tabor of	roman@spfpa.org
8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting	hs Act, and these un	fair labor practices are unfa	Ir practices affecting commence with it
the meaning of the Act, or are unfair practices affecting  2. Basis of the Charge (set forth a clear and concise state)	commerce within the	e meaning of the Act and th	re Postal Reorganization Act.
Since the last six months, the above-named exercise of rights protected by Section 7 - 6.4	labor organizatio	n has restrained and o	coerced employees in the
one of the protected by Section / Of the	10 ACt by refusing	to arbitrate the eriou	ance of (b) (6), (b) (7)(C) regarding
a suspension for arbitrary or discriminatory re	easons or in bad	faith.	- ogarang
Name of Employer		4a, Tel. No.	4b. Celi No.
Georgetown University			4D. COII NO.
		4c. Fax No.	4d. a-Mall
5   Costion of Plant Invet and Colored			
5. Location of Plant Involved (street, city, state, and ZIP co	odo)	6. Employer representativ	e to contact
3700 C St NW, Village C, Washington, DC 20	0057-0003	Jay Gruber Chief c	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
University	Education		1000+
10. Full pame of party filing charge (b) (6), (b) (7)(C)		11a. Tel, No.	11b. Cell No.
(=) (=), (=) (=)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	-	11c. Fax No.	
	ĺ	ITC. FAX IVO.	11d e-Mail
<ol> <li>Address of party filing charge (street, city, state, and ZIF</li> </ol>	ode)		$\bot$ (b) (6), (b) (7)(C)
_(b) (6), (b) (7)(C)			
(15) (15), (15) (15)	12. DECLARATION	ON	
I declare that I have read the shows observe and a	h-446		"
I declare that I have read the above charge and the	tat the statements t	herein are true to the bes	t of my knowledge and belief.
(b) (6), (b) (7)(C)			Tel No.
By:			
	(b) (6), (b) (7)	)(C)	(b) (6), (b) (7)(C)
(signature or ropresentative or porson making charge)	Print/type name	and title or office, if any	
		o and the or ange, it any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (7)(C)		Date;	Fax No.
(b) (6), (b) (7)(C)			í
		5/31/2018	e-Mail
		7,245010	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information will cause the NLRB to decline to invoke its processes.

100 S. CHARLES STREET, STE 600

BALTIMORE, MD 21201

(b) (6), (b) (7)(C)

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

September 26, 2018

Re: International Union, Security, Police and

Fire Professionals of America, Local 442

(Georgetown University) Case 05-CB-221978

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 442 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on October 11, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 10, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal

Case 05-CB-221978

- 2 -

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 11, 2018.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 11, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

### 1st Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc: Mr. Jay Gruber, Chief of Security Georgetown University 3700 O Street, N.W., Village C Washington, D.C. 20057-0003

> Mr. Roman Gumul International Union, Security, Police and Fire Professionals of America, Local 442 25510 Kelly Road Roseville, MI 48066-4994

Richard M. Olszewski, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	lude all case numbers in which appeal is
	(Signature)

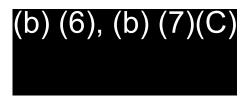


# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

November 1, 2018



Re: International Union, Security, Police and

Fire Professionals of America, Local 442

(Georgetown University) Case 05-CB-221978

Dear (b) (6), (b) (7)(C)

This is in response to your appeal in the above matter. We regret to inform you that nothing further can be done in the matter.

By letter dated September 26, 2018 you were advised by the Regional Office that a complaint would not issue in the matter and that any appeal from this action must be received in this office by the close of business at 5:00 p.m. (ET) on October 11, 2018 or be postmarked by October 10, 2018. Your appeal was received in this office on October 31, 2018. Accordingly, and in light of the Board's Rules, we must reject your appeal as being untimely filed and consider our files in this matter closed.

You may find the necessity of the above action overly harsh and technical. However, we must also keep in mind that parties against whom charges have been filed and dismissed are entitled to know when they need no longer expect that further proceedings against them will be taken.

Sincerely,

Peter Barr Robb General Counsel

By:

Mark E. Arbesfeld, Director Office of Appeals

Mark E. Alberteld

cc: NANCY WILSON
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

RICHARD M. OLSZEWSKI, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893

JAY GRUBER, CHIEF OF SECURITY GEORGETOWN UNIVERSITY 3700 O ST NW VILLAGE C WASHINGTON, DC 20057-0003 ROMAN GUMUL INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 442 25510 KELLY RD ROSEVILLE, MI 48066-4994

cl

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT LINDER 44 LLS C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

	TOTAL EXEMIT TOTALETT 44 0.0.0 0012	
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
05-CB-222716	6/23/18	

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	actice occurre	ed or is occurring.			
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT				
a. Name			b. Union Representative to contact				
International Union, Security, Police & Fire Professionals of America S	PFPA	David Hickey					
		Title: Pres	sident				
		1100	adorn.				
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.			
25510 Kelly Road		(800) 228-7	492	(586) 709-9563			
MI Roseville 48066-		f. Fax No.		g. e-Mail			
		(586) 772-9	644	DLHICKEY01@aol.com			
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.							
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor	practices)				
Con additional page							
See additional page							
Name of Employer		4a. Tel. No.		b. Cell No.			
Quality Investigations, Inc.		(702) 240-7050 c. Fax No.		d. e-Mail			
		o. Tax No.		xsecure@gisecurity.com			
				0			
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact			
10 Commerce Center Dr.			Xavier Pe				
NV Henderson, 80914							
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product						
Security Systems & Services	Security		100				
10. Full name of party filing charge		11a. Tel. No		b. Cell No.			
Steve Maritas		(202) 595-3	510	4 - 14-9			
Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA, & our affiliate		c. Fax No.		d. e-Mail LEOSUDC@GMAIL.COM			
11. Address of party filing charge (street, city, state and ZIP code.)		(202) 595-3	010	LEOSODC@GWAIL.COW			
(202) 595-3510							
DC Washington DC 20004-		I Tol	. No.				
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to		(202) 595-3510					
Steve Maritas	Steve Maritas Cell No.						
(signature of representative or person making charge) (Print/type name and title or office, if any)							
	Title: Executive Direc	tor Fax	Fax No. (202) 595-3510				
(202) 595-3510	e-N						
Address Washington DC DC 20004	(date)_06/23/2018 22:10:03 LEOSUDC@GMAIL.COM						

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

#### **Basis of the Charge**

#### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made		
(b) (6), (b) (7)(C)	June 2018 and ongoing		

UNITED STATES OF AMERICA			DO NOT W	RITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	)	Ca	ise	Date filed				
FIRST AMENDED CHARGE AGAINST LA ORGANIZATION OR ITS AGENTS	BOR	05	5-CB-222716	10/25/18				
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice								
occurred or is occurring.								
LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT								
a. Name International Union, Security, Police & Fire Professionals of America		I	b. Union Representative to Contact					
			David Hickey					
			President					
c. Address 25510 Kelly Road, Roseville, MI 48066		d.	Tel. No.	e.e. Cell No.				
			(586)772-7250	(586)709-9563				
		f.	Fax No.	g. e-Mail				
			(586)772-9644	dlhickey01@aol.com				
<ul> <li>h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</li> <li>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</li> </ul>								
Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by maintaining in its Constitution and By-Laws Sections 1, 10,								
14, and 16 of Article XXI, which threaten men	•	_	•	*				
	IIDEI2 WILI	11 1116 05565	sinent of fines for in	volvement in or instigation of				
disaffiliation or decertification proceedings.								
3. Name of Employer		) 4a	. Tel. No.	4b. Cell No.				
Quality Investigations, Inc.		40	Fay No.	4d. e-Mail				
		40	. Fax No.	xsecure@qisecurity.com				
Location of Plant involved (street, city, state, and ZIP code)			Employer representative					
			6. Employer representative to contact					
U.S. Department of Labor, 200 Constitution Ave., NW, Washington, DC 20210			Xavier Peterson, President					
7. Type of Establishment (factory, mine, wholesaler)	8. Princip	al product or s	service	Number of Workers employed				
Security contractor	Secur	ity service	S	100				
10. Full name of party filing charge			a. Tel. No.	11b. Cell No.				
Law Enforcement Officers Security & Police B	Benevolei	nt .	(202)595-3510	·				
Association LEOS-PBA, & our affiliate LEOSU-DC		l	· ·	dad - All-il				
		11	c. Fax No.	11d e-Mail				
leosudc@gmail.c								
		104						
1155 F Street, N.W., Suite 1050, Washington		U4 ECLARATION						
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.								
Law Enforce				Tel No.				
By: Steve Maritas Associatio affiliate LE Director		•	ice Benevolent					
			EOS-PBA, & our	(202)505 2540				
		liate LEOS	U-DC Executive	(202)595-3510				
(signature of representative or person making charge) Print/type nar		nt/type name a	and title or office, if any	Cell No.				
Address: 1155 F Street, N.W., Suite 1050, Washington, DC 20004			Date:	Fax No.				
			10/25/18	e-Mail				
leosudc@gmail.com								
			_L					

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

December 3, 2019

Grant Lally, Esq. Lally & Misir, LLP 220 Old Country Road Mineola, NY 11501-4284

Re: International Union, Security, Police & Fire

Professionals of America SPFPA (Quality

Investigations, Inc.)
Case 05-CB-222716

Dear Mr. Lally:

We have carefully investigated and considered your charge that International Union, Security, Police & Fire Professionals of America has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss the charge that the Union violated Section 8(b)(1)(A) of the Act by restraining and coercing employees in the exercise of rights protected by Section 7 of the Act by maintaining in its constitution and by-laws sections that threatened employees with fines for their involvement in disaffiliation or decertification proceedings. Your client raised the same charge allegations in Case 13-CB-222639, a case which was resolved by an informal settlement agreement that has been complied with. Since the remedy for the allegation in Case 05-CB-222639 is duplicative of the remedy already secured in Case 13-CB-222639, it would not effectuate the purposes of the Act to continue prosecuting Case 05-CB-222716. Accordingly, I am dismissing the charge in Case 05-CB-222716.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street**, **S.E.**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

International Union, Security, Police & Fire - 2 - Professionals of America SPFPA (Quality Investigations, Inc.)
Case 05-CB-222716

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on December 17, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 16, 2019. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 17, 2019.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 17, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of

case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1st Nancy Wilson

Nancy Wilson Acting Regional Director

Enclosure: Appeal Form

cc: Mr. David Hickey, President International Union, Security, Police & Fire Professionals of America 25510 Kelly Road Roseville, MI 48066

> Mr. Steve Maritas, Executive Director Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA, & our affiliate LEOSU-DC 1155 F Street, N.W., Suite 1050 Washington, DC 20004

Mr. Xavier Peterson, President Quality Investigations, Inc. 10 Commerce Center Drive Henderson, NV 80914

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	•
Case Name(s).	
Case No(s). (If more than one case number, inclutaken.)	ude all case numbers in which appeal is
	(Signature)

7603477849

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Casa	Date filed			
CHARGE AGAINST LABOR ORGANIZATION OR ITS					
AGENTS	05-CB-223615	07/10/2018			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di occurred or is occurring.	rector of the region in which	ch the alleged unfair labor practice			
LABOR ORGANIZATION OR ITS AGENTS AGA	AINST WHICH CHARGE IS BE	ROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555	b. Union Representative to Gloria Scott President	o Contact			
c. Address 2701 W Patapsco Ave, Ste 107 Baltimore, MD 21230-2732	d. Tel. No. (410)646-3120 f. Fax No.	g. e-Mail gscott108@yahoo.com			
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section B(b). (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding lost wages for arbitrary or discriminatory reasons or in bad faith.					

part of the same o				
3. Name of Employer		4a. Tel. No.	4b. Cell No.	
MVM, Inc.		4c. Fax No.	4d. e-Mail	
			mchalec@mvminc.com	
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representat	ive to contact	
44620 Guilford Dr, Ste 150, Ashbum, VA 201		Christopher McHale General Counsel		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	<ol><li>Number of Workers employed</li></ol>	
Federal Security Contractor	Security		1000	
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(4.) (8) (4.) (7.) (8)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		11c. Fax No.	11d e-Mail	
			(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and Zi	P code)			
	. 0000,			
(b) (6), (b) (7)(C)	12. DECLARA	TION		
I declare that I have read the above charge and	that the statements	therein are true to the b		
			Tel No.	
$_{\text{By}}(b)$ (6), (b) (7)(C)			1	
	(b) (6) (b	V/ZVC) an individua	(b) (6), (b) (7)(C)	
(Signature or representative or payson making charge)	(b) (b), (b	) (7)(C) an individua ma and tide or office, if an	Call No.	
(agranting or page of the larger)	, , , , , , , , , , , , , , , , , , ,		(b) (6), (b) (7)(C)	
Address:		Date:	Fax No.	
(b) (C) (b) (7)(C)				
		ľ	a.Moil	
(D)(D),(D)(T)(C)		<b>,</b>	(1) (0) (1) (7) (0)	
(b) (6), (b) (7)(C)		July 10,20	(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (6) (7)(C)



#### SETTLEMENT AGREEMENT

#### (b) (6), (b) (7)(C)

WHEREBY the Grievant filed a grievance asserting that was aggrieved because of termination as the result of a falsified timesheet,

WEHERBY the Employer, MVM Inc. and the Union, SPFPA Local 555, wish to resolve the Grievance;

#### IT IS HEREBY AGREED:

- Grievant shall be returned to duty without back pay;
- The Union and the Grievant shall withdraw the grievance with prejudice, and waive any and all other claims against MVM relating to the time lost as a result of being removed from the contract;
- This Settlement Agreement shall not set precedent and shall not be admissible in any future arbitration or other proceeding between the parties except as necessary to enforce the terms herein;
- Parties agree that this Settlement does not represent a victory for any Party but merely the best solution to the issue at hand.

AGREED TO:

(b) (6), (b) (7)(C)

Date: 6/8

SPFPA Local 555

(b) (6), (b) (7)(C)

Date: 06/08/2018

MVM, INC. 44620 Guilford Road · Suite 150 · Ashburn · VA · 20147 Tel (571) 223-4500 · Fax (571) 223-4474 · VA Lic. #11-1259 (b) (6), (b) (7)(C)

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

October 30, 2018

Re: International Union, Security, Police and Fire Professionals of America (SPFPA),

Local 555 (MVM, Inc.)
Case 05-CB-223615

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that International Union, Security, Police and Fire Professionals of America (SPFPA) Local 555 (the Union) violated Section 8(b)(1)(A) of the Act by refusing to process a grievance on your behalf regarding lost wages. Specifically, you allege that the Union violated the Act when it agreed to a settlement of your grievance that failed to provide a backpay remedy.

While a union owes employees a duty of fair representation with regard to disputes arising with an employer, it is afforded a wide range of reasonableness in carrying out this duty. To find a breach of this duty requires a showing that the alleged conduct was arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171, 190 (1967); *Glass Bottle Blowers Local 106 (Owens-Illinois, Inc.)*, 240 NLRB 324 (1979).

Here, the evidence is insufficient to establish that the Union acted arbitrarily, discriminatorily, or in bad faith with regard to its handling of the grievance it filed on your behalf , 2018, and settled in 2018. The investigation established that the Employer incident in which you made a log entry stating , 2018 for a discharged you on that you had provided relief for a coworker during break when had in fact never taken the break. In your termination notice, the Employer indicated that your conduct constituted both "Neglect of Duty" and "Falsification" of official documents or records. On Union (b) (6), (b) (7)(C) filed a grievance, in which requested that the Employer rescind your termination. The Employer notified you on that you would be removed from the schedule pending the outcome of your grievance. On or about June 8, the Union settled your grievance with the Employer, resulting in your return to work, but providing no backpay remedy. The principal basis for your charge is your belief that you received no backpay because of a procedural error on the Union's part. However, the investigation did not establish that the Union made any such error, or that you would have been prejudiced even if the Union had.

In your affidavit and in other communications with the Region, you have argued that the Employer could not have had legitimate grounds for discharging you because, in your experience, employees accused of falsifying records are never returned to work. In your case, however, it appears that the Union was successful in obtaining such a result, despite your log entry contained a false representation. The investigation admission that your established that the Employer and Union agreed that your conduct warranted discharge under the parties' contractual Just Cause provisions. The Union was nonetheless successful in resolving the grievance in your favor, in spite of two other factors that limited the Union's ability to pursue your dispute absent settlement. First, the collective-bargaining agreement covering your bargaining unit (the contract) expired in February 2018. While the Just Cause provisions of the contract remained in place at the time of your discharge, case law holds that arbitration provisions generally do not survive beyond contract expiration. Litton Financial Printing Division v. NLRB, 501 U.S. 190, 199 (1991); Lincoln Lutheran of Racine, 362 NLRB No. 188, slip op. at 3 (August 25, 2015) (citing Hilton-Davis Chemical Co., 185 NLRB 241, 242 (1970)). Accordingly, the Union may not have been able to insist that the Employer arbitrate your grievance. Second, your grievance may not have been arbitrable even if the contract had still termination notice cites language in the contract's Just Cause been in effect. Your provisions that appears to limit the Union's ability to obtain remedies in arbitration for the conduct for which you were discharged. Finally, the investigation further established that the Employer credits the Union with persuading management to effectively reduce your discharge to a suspension, and that management refused to ever consider a backpay remedy in its negotiations with the Union—not because the Union failed to request it, but because of the nature of your misconduct.

Based on the foregoing, it cannot be established that the Union violated the Act as alleged in your charge, and I am refusing to issue complaint in this matter.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street SE**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on November 13, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 12, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 13, 2018.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 13, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1s/ Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc: Mr. Christopher McHale General Counsel MVM, Inc. 44620 Guilford Drive, Suite 150 Ashburn, VA 20147-6063

> Ms. Gloria Scott, President International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555 2701 W Patapsco Avenue, Suite 107 Baltimore, MD 21230-2732

Richard M. Olszewski, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	eby taken to the General Counsel of the n of the Regional Director in refusing to
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	lude all case numbers in which appeal is
	(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARI	*	Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATIO AGENTS		05-CB-223714	7/16/18	
INSTRUCTIONS: File an original of this charge with the	e NLRB Regional D	rector of the region in whi	ch the alleged unfair labor practice	
occurred or is occurring.			·	
	OR ITS AGENTS AG	AINST WHICH CHARGE IS BI	ROUGHT	
a. Name		b. Union Representative t		
International Union, Security Police And Fire	Professionals	Sulaiman Bah, Pre	esident	
of America (SPFPA), Local 281				
c. Address	- Washington	d. Tel. No.	e. Cell No.	
25510 Kelly Road, Roseville, MI 48066		(586) 772-7250		
		f. Fax No.	g. e-Mail	
		(586) 772-9644		
<ul> <li>h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</li> <li>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</li> </ul>				
Since about July 2, 2018, the above-named and attempted to cause and caused SecTek union.	labor organizatio	n has threatened empl	ovees with loss of employment	
3. Name of Employer		T 4a. Tel. No.	45. Cell No.	
SecTek, Inc.		(703) 435-0970	15. GGI 115.	
		4c. Fax No.	4d. e Mail	
		TV. + UA 14U.	Anthony.james@uspto.gov	
Location of Plant involved (street, city, state, and ZIP code)     8. Emplo     8. Emplo		6. Employer representative		
600 Dulany Street, Alexandria, VA 22314		Anthony James, Deputy Program Manager		
The state of the s				
	8. Principal product or service		9 Number of Workers employed	
Government Agency	Security		150	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel, No.	(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	

Government Agency	Security	150
t0. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
	11c, Fax No.	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Zil	P code)	
(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)	12. DECLARATION	
declare the the above charge and t	hat the statements therein are true t	o the best of my knowledge and belief.
(b) (6), (b) (7)(C		Tel No.
By:	(b) (6), (b) (7)(C) an Individu	ıal
(signature of representative or person making charge)	Print/type name and title or office	e, if any Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date:	Fax No.
	17/11	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or liftigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will farther explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, finding to supply the information will cause the NLRB to decline to invoke its processes.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

October 31, 2019

Richard M. Olszewski, Esq. Gregory, Moore, Brooks & Clark, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: International Union, Security Police and

Fire Professionals of America (SPFPA), Local 281

(SecTek, Inc.) Case 05-CB-223714

Dear Mr. Olszewski:

cc:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

### 1st Nancy Wilson

Nancy Wilson Acting Regional Director

Mr. Sulaiman Bah President International Union, Security, Police and Fire Professionals of America (SPFPA) 25510 Kelly Road Roseville, MI 48066

Deborah M. Leahy, Esq. Sectek, Inc. 1930 Isaac Newton Square, Suite 100 Reston, VA 20190-5007

(b) (6), (b) (7)(C)

Mr. Anthony James Deputy Program Manager SecTek, Inc. 600 Dulany Street Alexandria, VA 22314

UNITED STATES OF AMERICA		DO NOT	WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	DONO	Date filed
CHARGE AGAINST LABOR ORGANIZATION	05-0	CB-226050	8/21/18
INSTRUCTIONS: File an original of this charge with the			
occurred or is occurring.  1. LABOR ORGANIZATION O	R ITS AGENTS AG	AINST WHICH CHARG	E IS BROUGHT
Name     National Association of Special Police and Secu		b. Union Represe	ntative to Contact
c. Address 840 First St. NE Third Floor		d. Tel. No.	e. Cell No. (202) 487-3438
Washington, DC 20002		f. Fax No.	g. e-Mail frasergabyl@aol.com
h. The above-named labor organization or its agents have 8(b)(1)(A) of the National Labor Relations Act, and these the Act, or are unfair practices affecting commerce within	n the meaning of th	e Act and the Postal	Reorganization Act.
2. Basis of the Charge (set forth a clear and concise statem	nent of the facts co	er the above-na	amed Labor Organization, by its
Since on or about July 13, 2018, and at all I	ined and coor	ced the employ	ees of Paragon Systems, Inc. in
officers, agents and representatives, restrain	med and coer	Not by failing its	duty to represent employee
the exercise of the rights guaranteed in Sec	ction i of the f	ACL by failing its	duty to represent the
(b) (b), (b) (7)(c) and failing to life a glieval	ice regulating	removal fro	post at the Department of
Health and Human Services, by Paragon S	systems, Inc.		
			4b. Cell No.
3. Name of Employer		4a. Tel. No. (240) 912-707	
Paragon Systems, Inc.		4c. Fax No.	4d. e-Mail
		4c. Fax No.	lhagan@parasys.com
the state and 7/D and	nde)	6. Employer repr	esentative to contact
5. Location of Plant involved (street, city, state, and ZIP co	Jue)		, General Counsel
13655 Dulles Technology Drive Suite 100		Laura riagan	
Herndon, VA 20171	O Dringing land	uct or service	9. Number of Workers employed
7. Type of Establishment (factory, mine, wholesaler)	8. Principal prod		100
Security	Security servi	11a, Tel. No.	11b. Cell No.
10. Full name of party filing charge			(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		11c. Fax No.	(b) (6) (b) (7)(C)
		State of the state of	(b) (6), (b) (7)(C)
11 Address of party filing charge (street, city, state, and Z	IP code)		
$(\mathbf{h})(\mathbf{h})(\mathbf{h})(\mathbf{h})(\mathbf{h})$			
	12. DECLAR	RATION	be the start my knowledge and halief
the less that I have read the above charge and	that the stateme	nts therein are true	Tel No.
(b) (6) (b) (7)(C)	(b) (6)	(b) (7)(C)	(1) (2) (1) (2)
(b) (6), (b) (7)(c) $(b) (6), (b) (7)(c)$	An India	(idila)	(b) (6), (b) (7)(C)
a : +/+ nome and title			ice, if (cell No. (b) (6), (b) (7)(C)
(Signature Group	ing charge) Printrype name and the or sines, any		
		Date:	Fax No.
(h) (6) (h) (7)(0)		8/20/	18 e-Mail
(b) (6), (b) (7)(C)	AT STATE	10/00/	(b) (6), (b) (7)(C)
	E SIRON SELECTION		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information are fully assist the National Labor Relations Research and the Information are fully assist the National Labor Relations Research and Relations Relations Research and Relations R Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA			DO NOT	WOITE IN	THIS SDA	
NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN T			Date filed	
FIRST AMENDED CHARGE AGAINST		05-CB-2	26050		11/9/18	
LABOR ORGANIZATION OR ITS AGENTS		03-ÇB-2	20030		11/9/18	
INSTRUCTIONS: File an original of this charge with the	e NLRB Re	gional Direct	or of the region	in which th	ne alleged u	nfair labor practice
occurred or is occurring.	·					
LABOR ORGANIZATION	OR ITS AG	ENTS AGAINS				2
a. Name National Association of Special Police and Sec	urity Offic	core	b. Onton	Represent	ative to Cont	act
Mational Association of Special Police and Sec	drity Office	Je i S	Gaby L	Fraser		
					Relations	
c. Address 10 G Street, N.E.				<del></del>	87-3438	e.Cell No. (202) 487- 3438
Sixth Floor			f. Fax No	. (202) 5	78-3262	g. e-Mail
Washington, D.C. 20002			" ' ' ' '	. (===)		frasergabyl@aol.co
h. The above-named labor organization or its agents have	a engaged i	in and are eng	aging in unfair lab	or practice	e within the	m meaning of section
8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act.	ns Act, and	these unfair is	abor practices are	unfair prac	tices affectin	g commerce within
2. Basis of the Charge (set forth a clear and concise state	ment of the	facts constitu	ting the alleged u	nfair labor p	oractices)	
_ ,					-	
Since on or about July 13, 2018, and at all time	es thereaf	fter, the abo	ove-named La	bor Orga	nization, b	y its officers,
agents, and representatives, restrained and co	erced the	e employee:	s of Paragon S	Systems.	Inc. in the	exercise of the
rights guaranteed in Section 7 of the Act by: 1)	refusing	to process	the grievance	of (b) (6)	, (b) (7)(C	regarding
2018 termination; 2) failing to respond in a	a timely m	anner to	reques	sts for inf	ormation p	ertaining to the
grievance over her 2018 termination; and	3) failing	to commun	icate to (b) (6), (b) (	the de	ecision not	to process the
grievance regarding her 2018 termination.				_		
<del></del>						
Name of Employer		_4a	Tel. No.		4b. Cell No.	
J		40	. Fax No.		4d. e-Mail	
Paragon Systems, Inc.						arasys.com
5. Location of Plant involved (street, city, state, and ZIP co	ode)		Employer repres			
13655 Dulles Technology Drive, Suite 100, Hei	rndon, V	۹ Li	aura Hagan, V	ice Presi	dent & Ge	neral Counsel
20171						
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	I product or se	ervice	9. Numb	er of Worker	s employed 🙀
Security	Security	Services		100		
10. Full name of party filing charge		11a. Tel. No.	(b) (6), (b) (7)(	C) 11b.	Cell No.	
(b) (6), (b) (7)(C)	Γ	11c. Fax No.			e-Mail	
				(b)	(6), (b)	(7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)	-				
(b) (6), (b) (7)(C)						<u>-</u>
	12. D	ECLARATION	1			
I declare that I have read the above charge and	that the st	atements the	rein are true to t	he best of	my knowled	ige and belief.
					Tel No. (b)	(6), (b) (7)(C)
(b) (6). (b) (7)(C)						
	(b) (	(b) (6), (b) (7)(C), An Individual		1	Cell No.	
(signature or representative or person making charge	Pri	nt/type name	and title or office,	if any)	Fax No.	
Address: (b) (6), (b) (7)(C)			Date		e-Mail	
(0) (0), (0) (1)(0)			11/9/	1/8	(b) (6)	), (b) (7)(C)

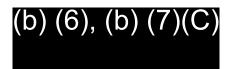
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

NATIONAL LABOR RELATIO
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

April 24, 2019



e: National Association of Special Police and Security Officers (Paragon Systems, Inc.)
Case 05-CB-226050

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that National Association of Special Police and Security Officers has violated the National Labor Relations Act.

**Decision to Partially Dismiss**: Based on that investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge, in part, for the following reasons:

Your amended charge alleges that the National Association of Special Police and Security Officers (NASPSO) violated Section 8(b)(1)(A) in three ways: (1) by refusing to process your grievance regarding Paragon Systems, Inc.'s (Paragon) decision to terminate you in about 2018; (2) by failing to respond in a timely manner to your requests for information pertaining to the grievance over your 2018 termination; and (3) by failing to communicate NASPSO's decision not to process your grievance regarding your 2018 termination. I have decided to dismiss the first and second allegation of the charge because there is insufficient evidence to establish a violation of the Act.

It is well established that a union breaches its duty of fair representation toward employees it represents when it engages in conduct affecting employment conditions which is arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171 (1967). A violation does not turn on the merits of the grievance, but on whether the union exercised its discretion in a perfunctory or arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171, 64 LRRM 2379 (1967); *Glass Bottle Blowers Local 106 (Owens-Illinois, Inc.)*, 240 NLRB 324 (1979).

The investigation failed to establish either that NASPSO processed your grievance or refused to arbitrate your grievance in an arbitrary or discriminatory manner, in bad faith, or any other manner prohibited by the Act. Rather, the investigation revealed evidence that NASPSO undertook steps to investigate your grievance. Although NASPSO declined to pursue your grievance, the preponderance of the evidence does not establish that NASPSO did so for any unlawful reason. In addition, the investigation did not reveal evidence that NASPSO failed to respond to your request for information pertaining to your grievance in a timely manner.

Based on the foregoing, I find that there is insufficient evidence to establish the first and second allegations included in your amended charge. Further proceedings are not warranted as to your first and second allegations, and I am refusing to issue a complaint herein.

This action does not affect the remaining portion of the amended charge alleging that NASPSO's failure to communicate its decision not to process your grievance regarding your termination violated Section 8(b)(1)(A) of the Act. This allegation is being processed further by this office.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing**: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <a href="https://www.nlrb.gov">www.nlrb.gov</a> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <a href="www.nlrb.gov">www.nlrb.gov</a>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street SE**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on May 8, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 7, 2019. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 8, 2019.** The request may be filed electronically through the *E-File Documents* link on our website <a href="www.nlrb.gov">www.nlrb.gov</a>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 8, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

1st Nancy Wilson

Nancy Wilson Acting Regional Director

#### Enclosure

cc: Ms. Gaby L. Fraser
Director, Labor Relations
National Association of Special Police and
Security Officers
840 First Street, N.E., Third Floor
Washington, D.C. 20002

Ms. Laura Hagan Vice-President & General Counsel Paragon Systems, Inc. 13655 Dulles Technology Drive, Suite 100 Herndon, VA 20171

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **APPEAL FORM**

To: General Counsel Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	Date:
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	•
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	ude all case numbers in which appeal is
	(Signature)

# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD SETTLEMENT AGREEMENT

#### IN THE MATTER OF

National Association of Special Police and Security Officers (Paragon Systems, Inc.)

Case 05-CB-226050

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS**:

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English. A responsible official of the Charged Party will then sign and date those Notices and immediately post them at 10 G Street, N.E., Suite 600, Washington, D.C. 20002. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will provide reasonable access to the aforementioned site to agents of the Regional Director for the purposes of monitoring compliance with this posting requirement. Further, if the Charged Party maintains bulletin boards at the United States Department of Health and Human Services (HHS) worksite of the Employer located in Washington, D.C. where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

**E-MAILING NOTICE** - The Charged Party will email a copy of the signed Notice in English to all members and all employees who work at the facility located at the HHS worksite located in Washington, D.C. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 05 of the National Labor Relations Board in Case 05-CB-226050." The Charged Party will forward a copy of that e-mail, with all of the recipients' e-mail addresses, to the Region's Compliance Officer at heather.keough@nlrb.gov.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case, including all allegations covered by the attached Notice to Employees and Members made part of this agreement, does not settle any other cases or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

#### AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO

**CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.



**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees and Members, as identified above in the Scope of Agreement section, as well as filing and service of the charge, commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit, and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees and Members. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

**NOTIFICATION OF COMPLIANCE** — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Police and	Charging Party (b) (6), (b) (7)(C), an Individual	
Date	By: Name and Title	Date
June 28, 2019		
	Print Name and Title below	
Date	Approved By:	Date
7/12/19	/s/ Nancy Wilson Nancy Wilson	7/16/2019
	June 28, 2019  Date	Police and  Date By: Name and Title  June 28, 2019  Print Name and Title below  Date  Approved By:  7/12/19  /s/ Nancy Wilson

#### (To be printed and posted on official Board notice form)

#### FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** fail and refuse to communicate with you about decisions related to your grievances.

WE WILL communicate with you about decisions related to your grievances.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

		National Association of Special Police and Security Officers			
		(Labor O	organization)		
Dated:	By:				
		(Representative)	(Title)		

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <a href="https://www.federalrelay.us/tty">https://www.federalrelay.us/tty</a> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201 **Telephone:** (410)962-2822

**Hours of Operation:** 8:15 a.m. to 4:45 p m.

#### THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

February 19, 2020

Gaby L. Fraser, Director, Labor Relations National Association of Special Police and Security Officers 10 G Street, N.E., Suite 600 Washington, DC 20002-4253

Re: National Association of Special Police and

Security Officers (Paragon Systems, Inc.)

Case 05-CB-226050

Dear Ms. Fraser:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall Regional Director

cc: Laura Hagan, Vice-President & General Counsel
Paragon Systems, Inc.
13900 Lincoln Park Drive, Suite 300
Herndon, VA 20171

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-226713	08/30/2018			
INSTRUCTIONS: File an original of this charge with the NLRB Regional D	irector of the region in whic	h the alleged unfair labor practice			
occurred or is occurring.					
LABOR ORGANIZATION OR ITS AGENTS AG					
a. Name	<ul> <li>b. Union Representative to</li> </ul>	Contact			
International Union, Security, Police, and Fire Professionals	Roman Gumal				
of America (SPFPA), Local 441					
c. Address	d. Tel. No. Cell	e.e. Cell No.DSFCE			
25510 Kelly Rd, Roseville, MI 48066-4994	586-335-7668	(586)772-72580 ext.117			
	f. Fax No.	g. e-Mail			
	586-772-9644	roman@spfpa.org			
h. The above-named labor organization or its agents have engaged in and are					
8(b), subsection(s) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)					
Within the last six months, the above-named labor organization has restrained and coerced employees in the					
exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C)					
regarding termination for arbitrary or discriminatory reasons or in bad faith.					
·					
3 Name of Employer	1.4a Tel No	Ah Cell No			

Name of Employer		4a. Tel. No.	4b. Cell No.
Paragon Systems		703-263-7174	
		4c. Fax No.	4d. e-Mail
		703-263-9527	lhagan@parasys.com
5. Location of Plant involved (street, city, state, and ZIP c	ode)	6. Employer representative	e to contact
13655 Dulles Technology Dr. Ste 100, Herno 4634	don, VA 20171-	Laura Hagan	<b>.</b>
7. Type of Establishment (factory, mine; wholesaler)	8. Principal produc	t or service	Number of Workers employed
Security services provider	Security servi	ces	300+
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and 2	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARAT	TION	
I declare that I have read the above charge and	that the statements	therein are true to the bes	t of my knowledge and belief.
(b) (6), (b) (7)(C	(b) (6), (b) (	7)(C)	Tel No.
(signature of representative or person making charge)	· Print/type nar	me and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		00.2/2-18	
		08-26-18	
			(b) (6), (b) (7)(C)

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth, in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

February 8, 2019

Gordon Gregory, Esq. Gregory, Moore, Jeakle & Brooks, P.C. The Cadillac Tower 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 441 (Paragon Systems)
Case 05-CB-226713

Dear Mr. Gregory:

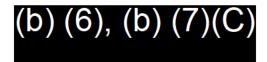
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Nancy Wilson

Nancy Wilson Acting Regional Director

cc: Mr. Roman Gumul
International Union, Security, Police, and
Fire Professionals of America (SPFPA),
Local 441
25510 Kelly Rd.
Roseville, MI 48066-4994



Laura Hagan, Esq. Paragon Systems 13655 Dulles Technology Dr., Ste. 100 Herndon, VA 20171-4634

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT LINDER 44 LLS C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

	TOTAL EXEMIT TOTALETT 44 0.0.0 0012			
DO NOT WRITE IN THIS SPACE				
	Date Filed			
5-CB-227473	9/17/18			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor p	ractice o	occurre	d or is occurring.	
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE	S BROU	JGHT		
Name     International Union, Security Police & Fire Professionals of America State	PFPA		McCray		o contact  4 - SPFPA Executive Board Member	
c. Address (Street, city, state, and ZIP code)		d. Tel. No		$\overline{}$	e. Cell No.	
, , , , , , , , , , , , , , , , , , , ,		(800) 228			(916) 501-3174	
25510 Kelly Rd MI Roseville 48066-4994		f. Fax No.			g. e-Mail	
		(586) 772-	9644		jmccray@spfpa.org	
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor I	Relations	s Act, ar	nd these unfair labor practices	
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labo	or practic	es)		
See additional page						
Name of Employer		4a. Tel. N	0.	$\overline{}$	b. Cell No.	
Catholic University of America		(202) 319	6594			
		c. Fax No			d. e-Mail	
					evansy@cua.edu	
5. Location of plant involved (street, city, state and ZIP code)					er representative to contact	
620 Michigan Ave NE DC Washington 20064-0001				onne Ev	vans ager, Employee Relations	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service			of workers employed	
Schools	University	11a. Tel. l	<u> </u>	30 T	b. Cell No.	
10. Full name of party filing charge		(202) 595-			(202) 486-8558	
Steve Maritas Law Enforcement Officers Security Unions LEOSU-DC, LEOS-PBA		c. Fax No		$\neg$	d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)		(202) 595-	3510		LEOSUDC@GMAIL.COM	
(202) 595-3510  DC Washington DC 20004-	·					
12. DECLARATION  I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		el. No. (2	202) 59	5-3510	
Steve Maritas	Steve Maritas Steve Maritas			Cell No. (202) 486 8558		
(signature of representative or person making charge) (Print/type		Fox No.				
(202) 595-3510	Title: Organizing Dire	(202) 595-3510			5-3510	
Address Washington DC DC 20004	(date) 09/16/2011		-Mail Ll	EOSU	DC@GMAIL.COM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### **Basis of the Charge**

#### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	On or about September 15, 2018



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

January 2, 2019

Mr. Joseph McCray Vice President Region 4 – SPFPA Executive Board Member International Union, Security Police & Fire Professionals of America SPFPA 25510 Kelly Road Roseville, MI 48066-4994

Re: International Union, Security Police &

Fire Professionals of America SPFPA

(Catholic University of America)

Case 05-CB-227473

Dear Mr. McCray:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Kimberly E. Andrews

Kimberly E. Andrews Acting Regional Director

cc: Mr. Steve Maritas
Organizing Director
Law Enforcement Officers Security Unions
LEOSU-DC, LEOS-PBA
1155 F Street, N.W., #1050

Washington, D.C. 20004

Ms. Yvonne Evans Manager, Employee Relations Catholic University of America 620 Michigan Avenue, N.E. Washington, D.C. 20064-0001

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS AGENTS INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  2. Name United Security & Police Officers of America  3. Name United Security & Police Officers of America  4. Tel. No. (301)377-9860 (7. Fax No. (301)377-98	UNITED STATES OF AMERICA	DO NOT W	RITE IN THIS SPACE
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  2. Address 5520 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  C. Address 5520 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  D. Union Representative to Contact Ishun Richards Vice President  C. Address 5520 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  D. Union Representative to Contact Ishun Richards Vice President  C. Address 5520 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  D. Union Representative to Contact Ishun Richards Vice President  C. Teil No. (301)377-9860  D. Fax No.  D. Fax No.	NATIONAL LABOR RELATIONS BOARD	Case	Date filed
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged untair labor practice occurring.  1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  2. Address 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  3. Name 1. Union Representative to Contact 1. Ishun Richards 1. Vice President  4. Tel. No. 2. G301)377-9660  4. Tel. No. 3. G9-Mall ishun.richards.uspoa@gm aill.com  1. The above-named labor organization or its agents have engaged in and are engaging in unitair labor practices within the meaning of section (301)377-9660  4. Tel. No. 3. Union Representative to Contact 1. Tel. No. 3. (301)377-9660  4. Tel. No. 3. (301)377-9660  5. Easis of the Act. or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization hat. the meaning of the Act and the Postal Reorganization hat. the meaning of the Act and the Postal Reorganization hat.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization hat.  3. Name of Employer 2. Constellis  4a. Tel. No. 4b. Cell No. 2(202)565-1991 4c. Fax No. 4d. e.e. Cell No. 2(202)565-1991 4d. Fax No. 4d. e.e. Cell No. 4	CHARGE AGAINST LABOR ORGANIZATION OR ITS	15-CD-22//2/	1
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b. Union Representative to Comact Shunn Richards  C. Address 5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  d. Tel. No. (301)377-9860 (a) Fax No. (b) Gisspecial Shunn, richards and selection or its agents have engaged in and are engaging in untait labor practices within the meaning of section at labor (1)(A) of the National Labor Relations Act, and these unfair labor practices within the meaning of section to the Charge (set forth a clear and concise statement of the facts constituting the alteged unfair labor practices)  Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of regarding commence within the meaning of the Act and the Postal Reorganization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of regarding regarding to process or arbitrate the grievance of exercise of regarding to process or arbitrate the grievance of the Act by refusing to process or arbitrate the grievance of the Act by refusing to process or arbitrate the grievance of the Act by refusing to process or arbitrate the grievance of the Act by refusing the alteged unfair labor practices.  3. Name of Employer  Constellis  4a. Tel. No. (202)565-1991  4c. Fax No.  4b. Cell No. (202)565-1991  4c. Fax No.  4b. Cell No. (202)565-1991  4c. Fax No.  5. Employer representative to contact Nkrumah Williams Contract Manager  Number of Worker's employed Security Services  5. Document (Worker's employed Security Services)  10. Full Jame of party filing charge  11b. Cell No. (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail (b) (6), (b) (7)(C)	occurred or is occurring.	FINTS AGAINST WHICH CHARGE IS BE	OUGHT
United Security & Police Officers of America  Ishun Richards Vice President  V		b. Union Representative to	Contact
C. Address 5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628    Address	United Security & Police Officers of America	Ishun Richards	
c. Address 3628 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745- 3628  (301)377-9860 (f. Fax No. g. e-Mali ishun.richards.uspoa@gm all.com  h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section all come the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of injustration and termination for arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer  Constellis  4a. Tel. No.  (202)565-1991  4c. Fax No.  4b. Cell No.  (202)565-1991  4c. Fax No.  4d. e-Mail nwilliams@triplecanopy.co m  5. Location of Plant involved (street, city, state, and ZIP code)  1.2018 Sunrise Valley Dr. Ste 140, Reston, VA 20191-3444  7. Type of Establishment (factory, mine, wholesaler)  Security Contractor  5. Principal product or service  Security Services  5. Principal product or service  Security Services  5. Principal product or service  6. Employer representative to contact  Nkrumah Williams Contract Manager  9. Number of Workers employed  11a. Tel. No.  (b) (6), (b) (7)(C)  11b. Cell No.  (b) (6), (b) (7)(C)	Office documy at 1 mod officer of the state	Vice President	
5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745-3628  (301)377-9860  f. Fax No.  g. e-Mall ishun.richards.uspoa@gm ail.com  h. The above-named labor organization or its agents have engaged in and are engaging in untair labor practices within the meaning of section the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act or are unfair practices affecting commerce within the meaning of the Act or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  Easis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of regarding rega		d. Tel. No.	e.e. Cell No.
3628  1. Fax No.	c, Aggress Secon Spirit Remotion Pd. Ste 314, Over Hill MD 207	_, _,	
h. The above-named labor organization or its agents have engaged in and are engaging in unitair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unitair labor practices within the meaning of section 10 the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  3 Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of regarding engarding suspension and termination for arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer  Constellis  4a. Tel. No.  (202)565-1991  4c. Fax No.  4b. Cell No.  (202)565-1991  4c. Fax No.  4d. e-Mail nwilliams@triplecanopy.co mn williams @triplecanopy.co mn Nkrumah Williams Contract Manager  7. Type of Establishment (factory, mine, wholesaler)  Security Contractor  10 Full pame of party filing charge  (b) (6), (b) (7)(C)  11c. Fax No.  11d. e-Mail  (b) (6), (b) (7)(C)			g. e-Mall
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices affecting commerce within the meaning of section (b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of exercise exercise exercise expension and termination for arbitrary or discriminatory reasons or in bad faith.  3. Name of Employer  Constellis  4a. Tel. No. (202)565-1991	3628		ishun.richards.uspoa@gm
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Constellis  (202)565-1991 (202	3 Name of Employer	4a, Tel. No.	
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Security Contractor  10 Full name of party filling charge (b) (6), (b) (7)(C)  110 Fax No.  Security Services  1110 Fax No.  1110 Fax No.  1110 Fax No.  1110 Fax No.  1111 Ge-Mail  (b) (6), (b) (7)(C)	7 Type of Establishment (factory, mine, wholesaler) 8. Princ	spal product or service	Number of Workers employed
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		11c. Fax No.	
		_	(b) (6), (b) $(7)(C)$
(b) (6) (b) (7)(C)	11. Address of party filing charge (street, city, state, and ZIP code)	 [	
DECLARATION		DECLARATION	
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.	I dealers that I have read the should charge and that the	statements therein are true to the be	st of my knowledge and belief.
		Statements England and Water and	Tel No.
(b) (6), (b) $(7)(C)$	(b) (6), (b) (7)(C)		
(b) (b), (b) (7)(c)	Dy.		1
(signature of representative or person making charge)  Print/type name and title or office, if any  (b) (6), (b) (7)(C)	(signature of representative or person making charge)	nnutype name and title or office, if any	<del></del> -
Address: Date: Fax No.	Address:	Date:	Fax No.
(b) (6), (b) (7)(C)	(b) (b), (b) (7)(C)	10/10/0	o Mail
(b) (c), (b) (7)(c)  e-Mail (b) (6), (b) (7)(C)		9/14/18	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND INIPKISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

November 5, 2018

Mr. Ishun Richards Vice President United Security & Police Officers of America 5620 Saint Barnabas Road, Suite 314 Oxon Hill, MD 20745-3628

Re:

United Security & Police Officers of America

(Constellis)

Case 05-CB-227727

Dear Mr. Richards:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Nancy Wilson

Nancy Wilson Acting Regional Director

cc:

# (b) (6), (b) (7)(C)

Christopher Michalik, Esq. Gateway Plaza 800 E. Canal Street Richmond, VA 23219-3916

Mr. Nkrumah Williams Contract Manager Constellis 12018 Sunrise Valley Drive, Suite 140 Reston, VA 20191-3444 INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTALETT TO QUESTION
DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
05-CB-227835	9/13/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
International Union, Security, Police and Fire Professionals of Ameria		Joseph Mo	Cray	
		Title: Regi	on 4 Vice Pro	esident
c. Address (Street, city, state, and ZIP code)		d. Tel. No. (586) 772-72	250	e. Cell No.
25510 Kelly Rd		f. Fax No.		g. e-Mail
MI Roseville 48066-4994				jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A), (3) are unfair practices affecting commerce within the meaning of the Armeaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor Rel	ations Act, a	nd these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	oractices)	
See additional page				
. •				
3. Name of Employer		4a. Tel. No.		b. Cell No.
The Catholic University of America		(202) 319-51 c. Fax No.	42	d. e-Mail
		C. Fax NO.	}	O. e-Iviali
5. Location of plant involved (street, city, state and ZIP code)			6. Employe Nancy O'	er representative to contact
620 Michigan Ave NE Leahy Hall Rm 280 DC Washington 20064-0001			1	eral Counsel
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Number	r of workers employed
Others	Public Safety		32	
10. Full name of party filing charge	-	11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(	(C)	
		c. Fax No.	ļ	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.)				(5) (5), (6) (1)(5)
(b) (6), (b) (7)(C)				
12. DECLARATION Tel. No				
declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (c) (b) (7)(C)				
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)				
(FIIII)(ype	Title:	Fax	No.	
(b) (6), (b) (7)(C)	(date)(date)	e-M 8 13:23:57		(b) (7)(C)
Address	(date)		(5) (5),	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

#### **Basis of the Charge**

#### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

#### 8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	Case	Date filed		
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-227835	2-22-19		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director occurred or is occurring.	of the region in which the	alleged unfair labor practice		
LABOR ORGANIZATION OR ITS AGENTS AGAINST WA	HICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America  b. Union Representative to Contact Joseph McCray Region 4 Vice President				
c. Address 25510 Kelly Road Roseville, MI 48066-4994	d. Tel. No. (586)772-7250	e. e. Cell No.		
	f. Fax No.	g. e-Mail jmccray@spfpa.org		
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting Since on or about [0] [5] [5] [5] [5] [5] [6] [6] [6] [6] [6] [6] [6] [6] [6] [6	ization has restraine	d and coerced (b) (8), (b) (7)(C)		

Name of Employer     The Catholic University of America	4a. Tel. No. (202) 319-5142	4b. Cell No.
	4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)	6. Employer representative to contact	t
620 Michigan Avenue, N.E., Leahy Hall, Room 280, Washington, DC 20064-0001	Nancy O'Connor Esq.	
Type of Establishment (factory, mine, wholesaler)	Principal product or service	Number of Workers     employed
Others	Public Safety	32
10. Full name of party filing charge	11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)		
DECLA     I declare that I have read the above charge and that the statement		knowledge and belief.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)  An Individual	Tel No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	Print/Type name and title or office, if any	Celi No.
(b) (6), (b) (7)(C)	Date:	Fax No.
		e-Mail

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the

NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

REGION 06 1000 Liberty Ave Rm 904 Pittsburgh, PA 15222-4111

Agency Website: www.nlrb.gov Telephone: (412)395-4400 Fax: (412)395-5986

April 19, 2019

Richard M. Olszewski, Esq. Gregory, Moore, Jeakle & Brooks, P.C. The Cadillac Tower 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Re: International Union, Security, Police and Fire

Professionals of America (The Catholic

University of America) Case 05-CB-227835

Dear Mr. Olszewski:

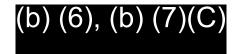
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Suzanne S. Donsky

Suzanne S. Donsky Acting Regional Director

cc: Joseph McCray, Region 4 Vice President International Union, Security, Police and Fire Professionals of America 25510 Kelly Road Roseville, MI 48066-4994



Nancy O'Connor, Esq. The Catholic University of America 620 Michigan Avenue, N.E. Leahy Hall, Room 280 Washington, DC 20064-0001

nm

· · · · · · · · · · · · · · · · · · ·					
UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-228430	10/2/18			
INSTRUCTIONS: File an original of this charge with the NLRB Regional D occurred or is occurring.					
LABOR ORGANIZATION OR ITS AGENTS AG	AINST WHICH CHARGE IS	BROUGHT			
a. Name United Securty & Police Officers of America	b. Union Representation Ishun Richards Vice President	ve to Contact			
c. Address 5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745-	d. Tel. No. (301)377-9860	e.e. Cell No.			
3628	f. Fax No.	g. e-Mail ishun.richards.uspoa@gmail. com			
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts con					
Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the					
exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of					
regarding suspension or termination for arbitrary or discriminatory reasons or in bad faith.					
3. Name of Employer	4a. Tel. No.	4b. Cell No.			
Constellis	(292)565-1991	(292)565-1991			
	4c. Fax No.	4d. e-Mail			

3. Name of Employer		4a. Tel. No.	4b. Cell No.		
Constellis		(292)565-1991	(292)565-1991		
		4c. Fax No.	4d. e-Mail		
			nwilliams@triplecanopy.com		
5. Location of Plant involved (street, city, state, and ZIP of	ode)	<ol><li>Employer representa</li></ol>	6. Employer representative to contact		
12018 Sunrise Valley Dr, Ste 140, Reston, V	A 20191-3444	Nkrumah Williams Contract Manager			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed		
Security Contractor	Security Servi		500		
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)		
		11c. Fax No.	(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and ZIP code)					
(b) (6), (b) (7)(C)					
12. DECLARATION					
I declare that I have read the above charge and	that the statements	therein are true to the t	best of my knowledge and belief.		
(b) (6), (b) (7)(C)			Tel No.		
	(b) (6), (b) (		(b) (6), (b) (7)(C)		
(Signature of representation (ii) (ii) (ii) (iii) (iii	Print/type nar	ne and title or office, if	Cell No. (b) (6), (b) (7)(C)		
Address:		Date:	Fax No.		
(b) (6), (b) (7)(C)		10:1 18	e-Mail (b) (6), (b) (7)(C)		

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

e 01	FIRST AMENDED CHARGE AGAINST U		05-CB-228430	12/15/2020
7 - 7	INSTRIPCTIONS: File an original of this charge with the occurred or is occurring.	ne NLRB Regional D	irector of the region in y	rhich the alleged unfair labor practice
	1. LABOR ORGANIZATION	DA ITS AGENTS AG	ANST WHICH CHARGE IS	BROUGHT'
	Name     National Union Special Police Officers Associational Union Special Police Officers Association (NUSPOA) a/w Law Enforcement Officers Science (LEOS-PBA)		b. Union Representative ShaDawn M. Philipsectory	9C9
**	e. Address 5620 Saint Barnabas Rd, Ste 390, Oxon Hill,	, MD 20745	ti. Tel. No. (202)-277-0926 I. Fax No.	g. e.klar shadawnp2@yaltoo.com
at 8	h. The above-named labor organization or its agents have the subsection(s) [1](A) of the National Labor Relation the meaning of the Act, or are unlike practices affecting 2. Basis of the Change (set forth a clear and consise state	ins Act. and these and a commence within the	air labor p <del>roctices a</del> re unit e meaning of the Act and I	gradices within the meening of section air practices affecting communice within the Postal Recryanization Act.
	Since about May 23, 2016, the above-named exercise of rights protected by Section 7 of the following regarding suspension or terminal sus	he Act by refusing	to process or arbitra	ate the grievance of
H *		an in too ar owner,	and distriction of the same	
	3. Name of Employ or Constellis		4a Tel No. (292)565-1991	4b, 041No (292)565-1991
	1			nwilliams@iriplecanosy.com
3	5. Location of Plant involved (afrect, city, state, and 219 c	codet	6 Employer formsonle	
	13630 Dulles Technology Drive, Herndan, Va		60	nys, odrarat Managades
	7. Type of Establishment (factory, nine, whalesaler)	8. Principal produc		9. Number of Workers employed
te:	Security Contractor	Security Serv	GRS	500
	Mong charge		(b) (6), (b) (7)(C)	Tito, Cell No.
			tta, Fax No.	(b) (6), (b) (7)(C)
	11. Address of party filty charge (steet of); state, and Z	(P code)		
	(b) (6), (b) (7)(C)	12. DECLARAT		
	I declare that I have read the above charge and	i that the statements	therein are true to the b	Tel No.
	(b) (6), (b) (7)(C)	(b) (c) (b)	(7)(0)	7
	(signature or representative of alliag sharge)	(b) (6), (b)	tile or affice, if	(b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)		Date:	Fax No,
	T.		12-15-20	(b) (6), (b) (7)(C)

WILLPUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND INTRIBONMENT (U.S. CODE, 11TLE DESECTION 1001)
PRIVACY ACT STATEMENT
Subdivibles of the information on this form is authorized by the National Labor Relations Act (NERA), 29 U.S.C. § 351 20309, The genrainal are of the information is to assist the National Labor Relations Board (NLRB) in processing under tabor printing and related processings or highway. The basine case for the information are fully set forth in the Federal Register, 71 Fed. Reg. 14902-45 (Das. 73, 2008). The NLRB will further explain those uses upon request. Disclosure of this information will cause the NLRB to solution; box or appear to be desired to the information and cause the NLRB to solution; before the processors.

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT LINDER 44 LLS C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

	TOTAL EXEMIT TOTALEN 44 0.0.0 0012			
DO NOT WRITE IN THIS SPACE				
Case 05-CB-230132	Date Filed 10/29/18			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.						
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT						
a. Name		b. Union Representative to contact				
Security, Police, and Fire Professionals Of America		David Hickey				
		Title: Inter	national Pres	sident		
c. Address (Street, city, state, and ZIP code)		d. Tel. No. (586) 772-9644		e. Cell No.		
25510 kelly road	0 kelly road		044	q. e-Mail		
MI Roseville 48066		f. Fax No. (586) 772-9644		spfpapres@spfpa.org		
				•		
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices						
are unfair practices affecting commerce within the meaning of the Ad	ct, or these unfair labor practi	ces are unfair	practices aff	fecting commerce within the		
meaning of the Act and the Postal Reorganization Act.	a facto constituting the allege	d unfair labor i	aractican)			
Basis of the Charge (set forth a clear and concise statement of the	e racis consuluing ine alleged	a umair iador j	oracuces)			
See additional page						
Name of Employer		4a. Tel. No. b. Cell No.		b. Cell No.		
North American Security/ Triple Canopy		(301) 394-5400				
		c. Fax No.		d. e-Mail		
				mark.freeman@dodiis.mil		
Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact		
3300 75th Ave			Mark B Fi	•		
MD Hyattsville 20785-1501			Title: Proj	ect Manager		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	duct or service 9. Number		r of workers employed		
Others	security		40			
10. Full name of party filing charge		11a. Tel. No		b. Cell No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)	(C)			
		c. Fax No.		d. e-Mail		
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)						
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			Tel. No. (b) (6), (b) (7)(C)			
By Niccole Radford (b) (6), (b) (7)(C) Cell No.						
(signature of representative or person making charge) (Print/type	name and title or office, if any Title:	/) Fax	No.			
(b) (6) (b) (7)(C)	riuo.					
(b) (6), (b) (7)(C)	40,000,04	e-N		(b) (7)(C)		
Address	(date)_10/29/201	0 21.19.28	(b) (d)	, (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### **Basis of the Charge**

#### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to honor a resignation of union membership.

### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600

BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822

Fax: (410)962-2198

February 1, 2019

Mr. David Hickey International President International Union, Security, Police, and Fire Professionals of America 25510 Kelly Rd. Roseville, MI 48066-4932

> Re: International Union, Security, Police, and Fire Professionals of America (North American Security/Triple Canopy) Case 05-CB-230132

Dear Mr. Hickey:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1s/ Nancy Wilson

Nancy Wilson Acting Regional Director

(b) (6), (b) (7)(C)

Mr. Mark B. Freeman Project Manager North American Security/Triple Canopy 3300 75th Avenue Hyattsville, MD 20785-1501

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

	TOTAL EXEMIT TOTAL TOTAL TOTAL OF THE		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
05-CB-230261	10/31/18		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntaır labor	prac	tice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE	IS E	ROUGHT	
a. Name		b. Union	Rep	esentative t	to contact
International Union, Security Police & Fire Professionals of America Sf	PFPA	Joseph	h Mc	Cray	
		Title: \	/ice l	President Re	egion 4
c. Address (Street, city, state, and ZIP code)		d. Tel. N		00	e. Cell No.
25510 Kelly Rd		(800) 22 f. Fax No		92	(916) 501-3174 g. e-Mail
MI Roseville 48066-4994		(586) 772		14	jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor	Rela	ations Act, a	nd these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair lab	or p	ractices)	
See additional page					
Name of Employer		4a. Tel. I	No.		b. Cell No.
Catholic University of America		(202) 319		94	
		c. Fax N	0.		d. e-Mail
					evansy@cua.edu
5. Location of plant involved (street, city, state and ZIP code)				6. Employ	er representative to contact
620 Michigan Ave NE				Yvonne E	
DC Washington 20064-0001				Title: Yvoni	ne Evans Manager, Employee Relations
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	or service		9. Numbe	r of workers employed
Schools	University			29	
10. Full name of party filing charge		11a. Tel.			b. Cell No.
Steve Maritas		(202) 595 c. Fax N		10	(202) 486-8558 d. e-Mail
Law Enforcement Officers Security Unions LEOSU-DC		(202) 595		10	LEOSUDC@GMAIL.COM
11. Address of party filing charge (street, city, state and ZIP code.)		(202) 000			
(202) 595-3510 DC Washington DC 20004-					
DC Washington DC 20004-					
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		Tel.	No. (202) 59	5-3510
I declare that I have read the above charge and that the statements therein are true to Steve Maritas	the best of my knowledge and belie Steve Maritas	f.	Tel.	(202) 59 No.	
I declare that I have read the above charge and that the statements therein are true to	Steve Maritas	of. (1)	Cell	(202) 59 No. (202) 48	
I declare that I have read the above charge and that the statements therein are true to By  Steve Maritas  (signature of representative or person making charge) (Print/type)	Steve Maritas	of. (/)		(202) 59 No. (202) 48	6-8558
I declare that I have read the above charge and that the statements therein are true to By Steve Maritas	Steve Maritas name and title or office, if any	ector	Cell	(202) 59 No. (202) 48 No. (202) 59	6-8558

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### **Basis of the Charge**

### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

January 25, 2019

Mr. Joseph McCray Vice President Region 4 International Union, Security Police & Fire Professionals of America SPFPA 25510 Kelly Rd. Roseville, MI 48066-4994

Re: International Union, Security Police & Fire

Professionals of America SPFPA (The Catholic University of America)

Case 05-CB-230261

Dear Mr. McCray:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Nancy Wilson

Nancy Wilson Acting Regional Director

cc: Mr. Steve Maritas, Organizing Director Law Enforcement Officers Security Unions LEOSU-DC 1155 F St., N.W., Ste. 1050 Washington DC, DC 20004

> Ms. Yvonne Evans Employee Relations Manager Catholic University of America 620 Michigan Ave., N.E. Washington, DC 20064-0001

Nancy Morrison O'Connor, Esq. General Counsel Catholic University of America 620 Michigan Ave., N.E. Washington, DC 20064-0002

UNITED STATES OF AMERICA			DO NOT WR	ITE IN TH	IIS SPACE
NATIONAL LABOR RELATIONS BOARD	C	ase			Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			CB-230397		10/31/18
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	ne NLRB Regio	onal Di	rector of the region in w	hich the	elleged unfair labor practice
1. LABOR ORGANIZATION	OR ITS AGENT	TS AGA	INST WHICH CHARGE IS	BROUGHT	
a. Name	0.11.12.11.0		b. Union Representativ		
International Union, Security, Police and F Professionals of America (SPFPA)	ire		David Hickey		
· · · · · · · · · · · · · · · · · · ·					
c. Address			d. Tel. No.		e. Cell No.
25510 Kelly Road Roseville, MI 48066			(586) 772-7250 Ext:	111	
			f. Fax No.		g. e-Mail
The above-named labor organization or its agents hav 8(b)(1)(A) of the National Labor Relations Act, and the the Act, or are unfair practices affecting commerce with 2. Basis of the Charge (set forth a clear and concise state).	se unfair labor hin the meaning	practice g of the	es are unfair practices aff Act and the Postal Reorg	ecting com ganization	merce within the meaning of Act.
, ·					
Within the last six months, the above-named L					
restrained and coerced the employees of Para of the Act, by failing its duty of fair representati	igon System	is inc.	Ond failing and	rofusion	to file a griovance
of the Act, by failing its duty of fair representation regarding (ΔΕΙΚΕΝΙΚΑΣ) suspension from duty.	on to to	, (") (	and railing and	reiusing	to life a grievance
regarding suspension from duty.					
				1 4 0-1	N
3. Name of Employer			4a. Tel. No.	4b. Cell	No.
Paragon Systems Inc.			(571) 321-0908	4d. e-M	-:1
			4c. Fax No.		nez@parasys.com
5. Location of Plant involved (street, city, state, and ZIP c	oodo)		6. Employer representa		
\ , ,	ode)				
US Marshall Service			Sylvia Martinez, Labor Relations Manager		
500 Indiana Avenue NW, Washington D. C.		Paragon Systems, Inc.			
			13655 Dulles Tech		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal	product	or service	9. N	umber of Workers employed
Government facility	Security se	ervice	S	10	
10. Full name of party filing charge			11a. Tel. No.	(11b)	Cell No. 6), (b) (7)(C)
(b) (6), (b) (7)(C)					
			11c. Fax No.	(b)	(6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)				(-), (-) (-)
/L\ /O\ /L\ / <b>7</b> \/O\	/b) //	C) /L	\ (7\(C\		
(b) (6), (b) (7)(C)	(a)	o), (L	o) (7)(C)		
	12. DEC	LAKAI	ION		
declare that I have read the above charge and	that the state	ments	therein are true to the b	est of my	knowledge and belief.
(b) (6), (b) (7)(C)				Tel	
$_{By:} (D)\;(D)\;(D)\;(I)(D)$	(b) (t	o), (b	o) (7)(C)		
(b) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d					
(signature <sup>(a) (a), (b</sup> presentative or persor <sup>(b) (a), (b)</sup> (7)(c) charge)	Print/ty	ype nar	ne and title or office, if an	y Cell (b) (	6), (b) (7)(C)
Address:			Date:	Fax	No.
			1 / / 100	e-Ma	ail
(b) (6), (b) (7)(C)			10/31/2018	(b)	(6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822 Fax: (410) 962-2198

March 7, 2019

Gordon A. Gregory, Esq. International Union, SPFPA Gregory, Moore, Jeakle & Brooks, PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: International Union, Security, Police and

Fire Professionals of America (SPFPA)

(Paragon Systems, Inc.) Case 05-CB-230397

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

## 1st Nancy Wilson

Nancy Wilson Acting Regional Director

cc: Ms. Sylvia J. Martinez
Director of Labor Relations
Paragon Systems, Inc.
13655 Dulles Technology Drive, Ste. 100
Herndon, VA 20171-4364

(b) (6), (b) (7)(C)

Christopher Cooper, Esq. Law Office of Christopher Cooper, Inc. 79 West Monroe Street, Suite 1213 Chicago, IL 60603

Mr. David L. Hickey International President International Union, Security, Police and Fire Professionals of America (SPFPA) 25510 Kelly Road Roosevelt, MI 48066

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-230905	11/8/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional I occurred or is occurring.	Director of the region in whi	ch the alleged unfair labor practice
LABOR ORGANIZATION OR ITS AGENTS	BAINST WHICH CHARGE IS BI	ROUGHT
a. Name	b. Union Representative	to Contact
National Association of Special Police & Security Officers	Gaby Fraser	
c. Address	d. Tel. No.	e.e. Cell No.
10 G Street, NE	(202) 487-3438	(202) 487-3438
Suite 600		,
Washington, D.C. 20002-4288	f. Fax No.	g. e-Mail
	(202) 578-3262	frasergabyl@aol.com
h. The above-named labor organization or its agents have engaged in and ar 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practi the Act, or are unfair practices affecting commerce within the meaning of the	ices are unfair practices affec	ting commerce within the meaning of
2. Basis of the Charge (set forth a clear and concise statement of the facts co	nstituting the alleged unfair la	bor practices)

Within the past six months, and including since June 24, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of employee (b) (6), (b) (7)(C) regarding the employee's shift and seniority issues for arbitrary or discriminatory reasons or in bad faith.

Name of Employer		4a. Tel. No.	4b. Cell No.
American Security Program, Inc.		(703) 834-8900	
• -		4c. Fax No.	4d. e-Mail
		(703) 435-8106	mphinney@securamericallc.com
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	to contact
1881 Campus Commons Drive, Suite 105	5	Mark Phinney	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
Office	Security serv	ices	Appx 50
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	(IP code)	,	
(b) (6), (b) (7)(C)			
	12. DECLARAT	ION	
I declare that I have read the above charge and	that the statements	therein are true to the bes	t of my knowledge and belief.
			Tel No.
By: (1 ) (2) (7) (0)	(b) (6), (b)	(7)(C), An Individual	(b) (6), (b) (7)(C)
(b) (b), (b) (7)(C)			
(signature of representative or person making charge)	Print/type nar	ne and title or office, if any	Cell No.
			(b) (6), (b) (7)(C)
Address:	'	Date:	Fax No.
(b) (6), (b) (7)(C)		11/8/2018	
			e-Mail
			(b) (6), (b) (7)(C)

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6). (b) (7)(C)

# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD SETTLEMENT AGREEMENT

### IN THE MATTER OF

National Association of Special Police & Security Officers (American Case 05-CB-230905 Security Programs, Inc.)

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS**:

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English. A responsible official of the Charged Party will then sign and date those Notices and immediately post them at 10 G Street, N.E., Suite 600, Washington, D.C. 20002. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will provide reasonable access to the aforementioned site to agents of the Regional Director for the purpose of monitoring compliance with this posting requirement. Further, if the Charged Party maintains bulletin boards at the Federal Emergency Management Agency (FEMA) worksite of the Employer located in Washington, D.C. where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

**E-MAILING NOTICE** - The Charged Party will e-mail a copy of the signed Notice in English to all members and all employees it represents who work at the FEMA worksite located in Washington, D.C. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 05 of the National Labor Relations Board in Case 05-CB-230905." The Charged Party will forward a copy of that e-mail, with all of the recipients' e-mail addresses, to the Region's Compliance Officer at heather.keough@nlrb.gov.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case, including all allegations covered by the attached Notice to Employees and Members made part of this agreement, and does not settle any other cases or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case for any relevant purpose in the litigation of this or any other cases, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

### AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO

**CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.



**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees and Members, as identified above in the Scope of Agreement section, as well as filing and service of the charge, commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit, and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees and Members. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

**NOTIFICATION OF COMPLIANCE** — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party National Association of Special Po Officers	lice & Security	Charging Party (b) (6), (b) (7)(C), an Individual	
By: Name and Title	Date	By: Name and Title	Date
/s/ Gaby L. Fraser	2-5-2019	(b) (6), (b) (7)(C)	2-11-2019
Print Name and Title below		Print Name and Title below	
Gaby L. Fraser, Director Labor Rela	tions	(b) (6), (b) (7)(C)	
Recommended By:	Date	Approved By:	Date
/s/ Barbara Duvall	2/19/2019	/s/ Nancy Wilson	2/19/2019
Barbara Duvall		Nancy Wilson	
Field Attorney		Acting Regional Director, Region 5	

### (To be printed and posted on official Board notice form)

### FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT arbitrarily or perfunctorily fail and refuse to handle your grievances, including the grievance of (b) (6), (b) (7)(C).

**WE WILL NOT** fail and refuse to communicate with you about decisions related to your grievances or to respond to your requests for information about grievances.

**WE WILL** communicate with you about decisions related to your grievances or to respond to your requests for information about grievances.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

		NATIONAL ASSOCIAT & SECURITY OFFICER		POLICE
		(Labor C	Organization)	
Dated:	By:			
		(Representative)	(Title)	

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <a href="https://www.federalrelay.us/tty">https://www.federalrelay.us/tty</a> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201 **Telephone:** (410)962-2822

**Hours of Operation:** 8:15 a.m. to 4:45 p m.

### THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

July 17, 2019

Gaby L. Fraser, Director, Labor Relations National Association of Special Police & Security Officers 10 G Street, N.E., Suite 600 Washington, DC 20002

Re: National Association of Special Police &

Security Officers (American Security

Programs, Inc.) Case 05-CB-230905

Dear Ms. Fraser:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson Acting Regional Director

cc: Mark Phinney, Vice President, Government Operations American Security Programs, Inc. 1881 Campus Commons Drive, Suite 105 Reston, VA 20191-1520

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA	DO NOT WI	RITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	05-CB-231506	11/19/18	
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice	
occurred or is occurring.			
LABOR ORGANIZATION OR ITS AGENTS AGA			
a. Name	b. Union Representative to	Contact	
International Union, Security, Police and Fire Professionals	Willie Jones		
of America, Local 444	President		
c. Address	d. Tel. No.	e.e. Cell No.	
25510 Kelly Rd, Roseville, MI 48066-4994	(215)519-0298		
	f. Fax No.	g. e-Mail	
		willie-jones@comcast.net	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts cons	stituting the alleged unfair labo	or practices)	
Since about November 9, 2018, the above-named labor organ	ization has restrained a	nd coerced employees in the	
exercise of rights protected by Section 7 of the Act by having a		ive negotiate a collective-	
bargaining agreement for arbitrary or discriminatory reasons o	r in bad faith.		

Name of Employer		4a. Tel. No.	4b. Cell No.
Master Security			
		4c. Fax No.	4d. e-Mail
			mrose@mastersecurity.us
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representativ	e to contact
10946D Beaver Dam Rd, Cockeysville, MD 2	21030-2211	Michelle Rose Vice	President
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	<ol><li>Number of Workers employed</li></ol>
Security	Security Servi	ices	40
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
		<u> </u>	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARAT	TION	
I declare that I have read the above charge and	that the statements	therein are true to the bes	t of my knowledge and belief.
			Tel No.
(b) (6), (b) (7)(C)			
By:			ļ
	(b) (6), (b	o) (7)(C)	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	Print/type nar	me and title or office, if any	Cell No.
			(b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		Malana	<u> </u>
		11/19/2018	e-Mail
			(b) (6), (b) (7)(C)

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

July 3, 2019

Richard M. Olszewski, Esq. Gregory, Moore, Brooks & Clark, PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Re: International Union, Security, Police and

Fire Professionals of America, Local 444

(Master Security) Case 05-CB-231506

Dear Mr. Olszewski:

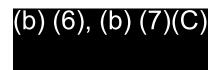
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

1st Nancy Wilson

Nancy Wilson Acting Regional Director

cc:



Ms. Michelle Rose, Vice President Master Security 10946D Beaver Dam Road Cockeysville, MD 21030-2211

Mr. Willie Jones, President International Union, Security, Police and Fire Professionals of America 25510 Kelly Road Roseville, MI 48066-4994

DO NOT WRITE IN THIS SPACE

UNITED STATES OF AMERICA			WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LA	BOR	5-CB-231937	11/30/18
ORGANIZATION OR ITS AGENTS	NI BE D. Complete		high the alloged unfair labor practice
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.			
1, LABOR ORGANIZATION (	OR ITS AGENTS AGA	<ul> <li>b. Union Representative</li> </ul>	e to Contact
a. Name		Ishun Richards	o to contact
United Security & Police Officers of America		Vice President	
c. Address		d. Tel. No.	e.e. Cell No.
5620 Saint Barnabas Road, Ste 314, Oxon Hi	ill, MD 20745-	(301)377-9860	
3628		f. Fax No.	g. e-Mail ishun.richards.uspoa@gmail.
			com
h. The above-named labor organization or its agents have	**********	onggaing in unfair labor o	
I greately and the Neticeal Labor Pelations Act and thes	e untair labor practici	es are umair bractices an	ecund commerce within the meaning or
the Act or are unfair practices affecting commerce with	in the meaning of the	Act and the Postal Reor	ganization Act.
<ol><li>Basis of the Charge (set forth a clear and concise state)</li></ol>	ment of the facts cons	stituting the alleged unitall	(abor practices)
Since about July 17, 2018, the above-named	labor organizatio	n has restrained an	(b) (6) (b) (7)(C)
exercise of rights protected by Section 7 of the	e Act by failing to	communicate with	regarding the
status of grievance and its decision to refe	use to arbitrate h	er grievance.	
5.00.000		-	
3. Name of Employer		4a. Tel. No.	4b. Cell No.
Constellis		(292)565-	(292)565-1991
Constents		1991	
		4c. Fax No.	4d. e-Mail
• •		·	nwilliams@triplecanopy.com
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representa	ative to contact
12018 Sunrise Valley Dr, Ste 140, Reston, V	A 20191-3444		ns Contract Manager
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	<ol><li>Number of Workers employed</li></ol>
Security Contractor	Security Servi	ices	500
10. Full name of party filing charge	,	11a, Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
		173.1 0.11	(b) (6), (b) (7)(C)
11_Address of party filling charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARA	TION	-
I declare that I have read the above charge and	that the statements	therein are true to the	best of my knowlodge and belief.
I DOUGLO LIME! HATE 1949 this BOATS WHATE			Tel No.
(1) (0) (1) (7)	$\sim$		
By: (b) (6), (b) (7)(0	(b) (6) (b)	\	(b) (6), (b) (7)(C)
	(b) (6), (b)		
(signature or representations) or person making charge)		me and little or office, if	Coll No. (b) (6), (b) (7)(C)
	any	- In-t-	
Address:		Date:	Fax No. 1 27 1700
(b) (6), (b) (7)(C)		11/30/18	202 626-1700
	·	1 1 7 7 1 1	(b) (6), (b) (7)(C)
		<del></del> .	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF MAERICA		DO NO	T WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOA	R.D	Case	Date filed	
SECOND AMENDED CHARGE AGAINST ORGANIZATION OR ITS AGENT	S	05-CB-231937	12/15/20	
(STRUCTIONS: File an original of this charge with coursed or is occurring.	the NLRB Regional D	lrector of the region in (	which the utleged unfair labor practice	
1. LABOR ORGANIZATIO	N OR ITS AGENTS AG	AMST WHICH CHARGE &	BROUG: HT	
Name		b. Union Representati		
National Union Special Police Officers Association		ShaDawn M. Prince		
(NUSPOA) a/w Law Enforcement Officers		Executive Direct		
Benevolent Association (LEOS-PBA)	and any or those	1		
Address		d. Tel. No.	g.e. Cell No.	
5620 Saint Barnabas Rd, Sta 390, Oxon Hill, MD 20745				
And the second s	a, 1112 201 10	(202)-277-0926	g edda)	
		1	shadawnrp2@yahoo.com	
The above-named labor organization of its agents he	we engaged in and are	manustrium in confule teleste		
8(b), nubsection(s) (1)(A) of the National Labor Relati				
the meaning of the Act, or are unlair practices affecti	ng comparce within th	emeaning of the Act and	the Pastal Reorganization Art.	
Basis of the Charge (set forth a clear and concess att	nement of the facts con	ratifuting the alleged unfai	v labor practices)	
Since about July 17, 2016, the above-name				
exercise of rights protected by Section 7 of			(b) (b), (b) (f)(c) regarding the	
atetus of <sup>(1)(6)</sup> grievence and its decision to r	efuse to arbitrate f	her grievance.		
24 25				
Name of Employer		4 4a Tel. No.	4b. Cell No.	
Constellis		(292)565-1891	(292)565-1991	
Constella		Ar. Fax No.	4d e Mai	
		AC. PAX NO.		
Location of Plant avolved (afree), city, stole, and ZIP		6. Employer representa	nwilliams@triplecanopy.com	
A STATE OF THE PROPERTY AND ADDRESS OF THE PROPERTY OF THE PRO	removalena biro e se			
13530 Dulles Technology Drive, Herndon, \	VA 20171		is, Contract Manager	
Type of Establishment (factory, mine, wholesaler)	8. Principal produc	of or service	9. Number of Workers employed	
Security Contractor	Security Serv	rices	500	
fling charge		11a. Tel. No.	11b. Cell Na.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	1	
•			<u> </u>	
		11c. Fax No.	(1) (0) (1) (7)(0)	
		3	(b) (6), (b) (7)(C)	
l. Address of party filing charge (since) city, state, and	ZIP sode)			
(b) (6), (b) (7)(C)				
	12. DECLARA	TION		
		- Al		
b) (6), (b) (7)(C)	id that the arabinments	z mieseku sas nas zo asu i	test of my knowledge and belief. Tel No.	
b) (b), (b) (1)(b)	1		् रना १४६.	
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	(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)	
gmature of representati (b) (6), (b) (7)(C) in healthy charge)	Printiyee na	me and title or office, if	Con res.	
	217X			
1 \ (2) \ (1 \) \ (7) \ (0)	<b>9</b> .0	Date:	Fax No.	
(b) (6), (b) (7)(C)		2 10 20		
		12-15-20	0-14-1	
		,	(b) (6), (b) (7)(C)	
	(0)	1		
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### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PLYISHED BY FINE AND IMPRESONMENT (E.S. CODE, TITLE IL SECTION 1991)

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